Local Govt-Service Items

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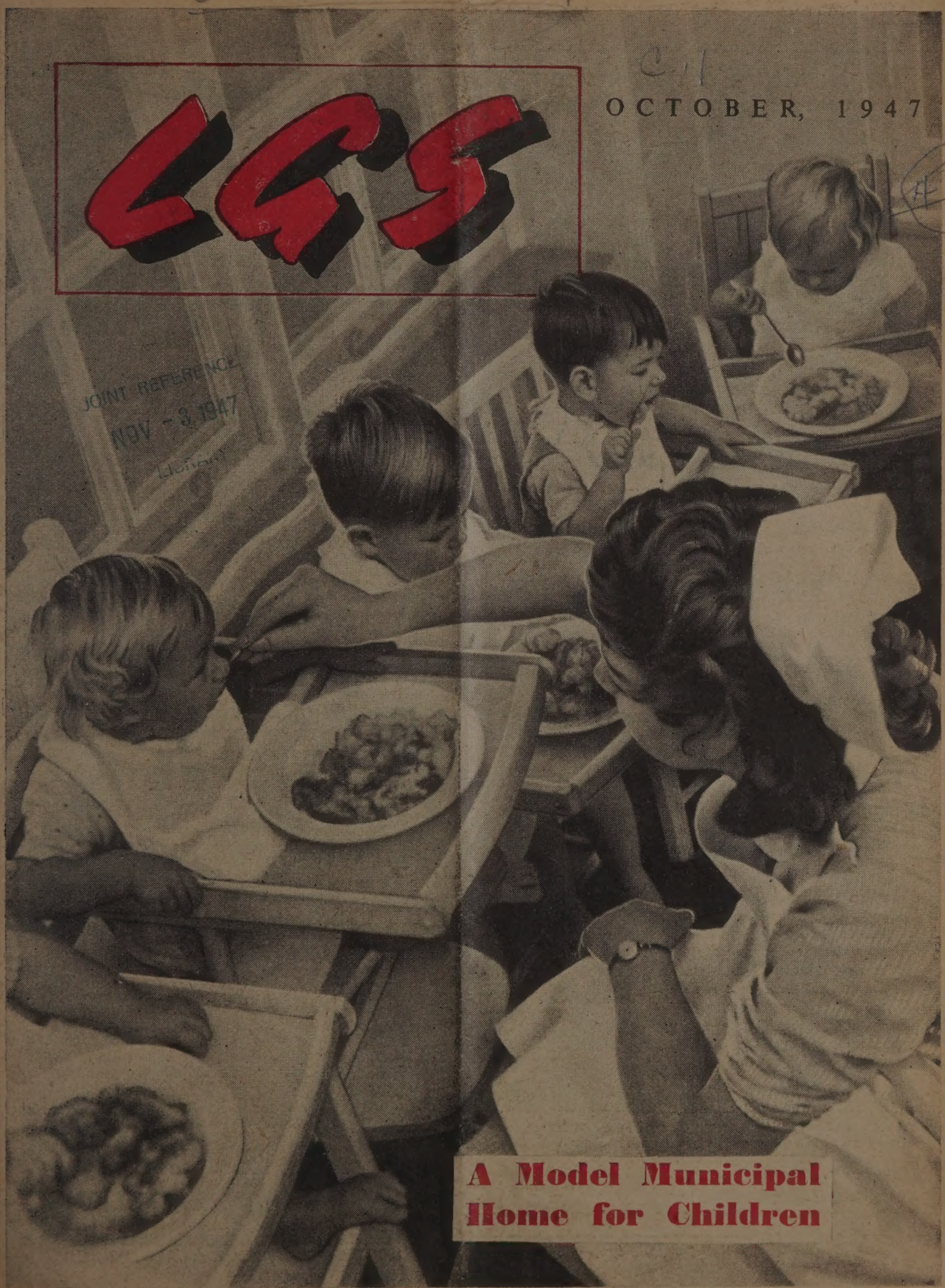

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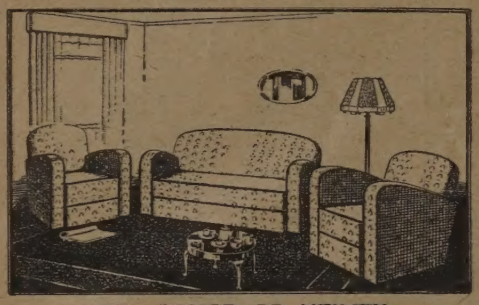

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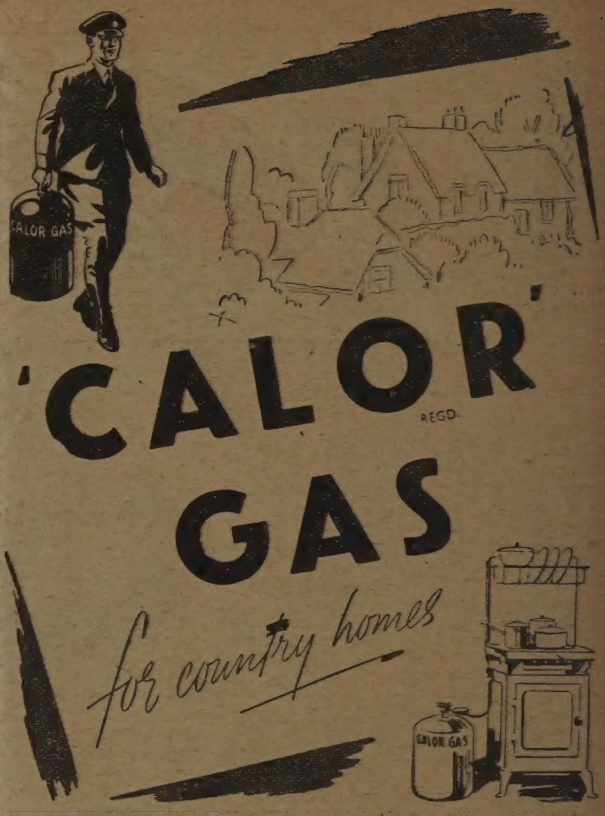

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Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

NO. 21 VOL. XXIV OCTOBER 1947 THREEPENCE

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TOWARDS AN ELECTRICITY J.I.C.

RECENT developments in the efforts to set up joint negotiating machinery for officers in the electricity supply industry have been both encouraging and disappointing—encouraging in the sense that the machinery is definitely on the way, disappointing in that its establishment has been further delayed.

As we reported in May, the Electricity Act provides for joint negotiating machinery after the industry has been nationalised. In the meantime, NALGO, in conjunction with the other unions concerned, has been pressing the three leading associations of power companies to establish interim machinery, and they were to consider the claim on September 3, when it was hoped that they would agree to meet the staff representatives.

That hope, unfortunately, was not fulfilled. Instead, the associations took the view that, since the British Electricity Authority would be taking over the industry next year, under the nationalisation scheme, it would be more appropriate for the trade unions to begin negotiations with it, and they wrote to the B.E.A. to that effect.

On hearing of this decision, the trade unions—NALGO, the General Municipal Workers, the Transport and General Workers, and the Clerical and Administrative Workers—met on September 15 and decided themselves jointly to approach the B.E.A.

On September 17, Lord Citrine, chairman of the B.E.A., replied to the power company associations, pointing out that, since the Authority had been in existence for only three weeks, it was not yet in a position to conduct negotiations with the unions, but promising to raise the matter at the next meeting of the Authority on October 9. This issue of "L.G.S." went to press before that meeting was held and we are therefore unable to report the decision of the B.E.A.

Seeking Interim Scheme

NALGO, however, is not allowing the position to rest there, and has made further direct contact with the Power Company associations, urging strongly the need for some interim arrangement, and seeking also a recommendation from the associations to their constituent companies to recognise and negotiate with the trade unions of which their staffs are members. Several suggestions are being discussed, and it is evident that there is goodwill on the part of the associations.

At the same time, further approach is being made to the B.E.A. to ensure that joint negotiating machinery shall be in operation for the nationalised industry immediately after the vesting date, and the support of the staff sides of the joint councils already existing for manual and technical workers in the industry is being sought in this approach. Contact with those staff sides has already been made, and it has been agreed to establish permanent liaison between the staff sides of the three joint councils which are likely to be established, both for the concerting of joint action on common problems and for the drawing up of lines of demarcation between them. Though progress is slow, it is definite and encouraging.

Whitleyism in the Health Service

SOME idea of the Whitley machinery contemplated for the new national health service, also to be set up next year, is given in a memorandum submitted to interested organisations by the Ministry of Health to serve as a basis for discussion.

It is proposed to set up a single National Joint Council for the service, covering England, Wales, and Scotland, and comprising a Central Council and eight Functional Councils to cover such well-defined groups within the service as medical, dental, pharmaceutical, nurses, midwives and nursery staffs, professional and technical, and administrative and clerical.

In general, each functional council would deal with the salaries of the staffs in its group and with such conditions as affected them only, while the central council would deal with conditions and other matters affecting employees in more than one functional group.

The central council would have 37 members, of whom 16, would represent the employers, and 21, appointed by the staff sides of the functional councils, would represent the staffs. The employers' sides of the functional councils would be similarly appointed, and the staff sides would represent organisations of employees yet to be decided.

This machinery would deal with conditions of all employees within the scope of the National Health Service. The memorandum adds, however, that, "if it is the general wish," it could be extended to cover analogous staff employed by local authorities outside the service, provided such staffs did not outnumber the comparable groups in the National Health Service. Administrative and clerical staff in local authority health and school medical departments would be excluded.

NALGO's N.E.C. is now considering the memorandum and will be submitting its views to the Ministry. It would, therefore, be premature to comment on the scheme, beyond saying that the Association will seek adequate representation for all present and prospective members likely to come within its orbit.

The Nursing Crisis

BIGGEST and most immediate headache for the new National Health Service, and for the national council, is likely to be the shortage of nurses which, if not speedily alleviated, may imperil full development of the hospital side of the service from its inception. Those concerned will, however, find many pointers to action in the report of the Working Party on the Recruitment and Training of Nurses, issued by the Ministry of Health last month.

The report says little about the nursing shortage that has not been said before: its importance—and it is highly important—is that it says it with authority based on valid and scientifically collected evidence. The major clue to the present acute shortage, it finds, is not that too few girls enter nursing, but that too many—more than half—leave it before they have even completed their training. And the main reasons for this fantastic wastage, unequalled in any other profession, are not inadequate pay, poor food, or bad working and living conditions for the student nurse—though these play a part—but "lack of help, cooperation, sympathy, or encouragement from senior staff . . . leading to a cramping and over-disciplined existence."

To remedy this complaint, the report makes important recommendations. Nurses in training must not be treated as junior employees subject to an outworn discipline but as responsible students; only those unlikely to stay the course should be accepted; senior staff should be confined to those able to develop "satisfactory human relationships"; the length of the training day should approximate to a "normal" working day with a three-shift system; the period of training should be reduced to two years by cutting out inessential and repetitive processes; and the training itself should be made more effective.

Prevention Before Cure

There are many more recommendations, equally sound. The report, indeed, blows like a fresh wind of humanity and common sense through the starched corridors of our hospitals, and will greatly strengthen the efforts of trade unions, like NALGO, to improve nursing conditions.

But when that has been done, and nursing has been made an attractive profession to all, will there be enough women available to meet the needs of the National Health Service? That is by no means certain.

This danger makes it even more necessary to meet the crisis promptly. And in doing that, local government, apart from the hospital service, has a share. For, as the report points out, "the problem of sickness can be attacked quite as much by reducing the number of patients as by increasing the number of nurses." We must embark on a combined operation: attract more women into nursing by reforming the profession; and reduce their labours by improving and developing our health and preventive services.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in this journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

Children, Dependent - Institutional care - GT

At a reunion in June of 330 old boys and girls

This Model Municipal Children's Home is Father and Mother to 450 Boys and Girls

By DOROTHY COOK

FOR British people, the simple word "home" is unrivalled in the depth of its meaning. It spells shelter, security, and love; a place where we are at ease, where we find sympathy in our trouble and joy in our triumph, and to which our thoughts return however far away we venture. Our roots are there.

What, then, of the thousands of children whose roots every year are suddenly wrenched up; who, through wilful neglect or accident of circumstance are temporarily or permanently deprived of their heritage of parent-love and the protection of their home? The main responsibility for them—without discounting the part played by philanthropists and voluntary organisations—falls on the local authorities, and, since the law is far from exacting, much in the way of welfare and education is left to their discretion and ability. As the Curtis Report revealed only last year, there is wide variation in the quality of the provisions made and the efficiency with which they are carried out, but as a criterion it would surely be difficult to quote a finer example than East Ham's Aldersbrook Children's Homes.

There you will find 450 children.

They are there because they have never known real homes, or have lost those they did know. They are there because one, or both, of the parents is dead or in hospital, or because they have been abandoned by their mothers or deserted by their fathers or have been sent there for "care and protection" by the education authority.

Their roots are being replanted. At Aldersbrook, they will get the shelter, security, sympathy and love that they lack, some for a long time and others until they can be restored to their own people.

They form a giant, ever-changing family. Such a family needs not one, but many, "fathers" and "mothers," sisters and nurses, teachers and cooks, and gardeners and domestic helps. It needs, too, a big house and garden and has, in fact, besides a central home, 17 "scattered" homes and 24 acres of gardens and playing fields.

Most of its children live in the scattered homes—ordinary houses in ordinary streets.

These are advocated by the East Ham Corporation as the best alternative to adoption or boarding out—not possible for children whose parents, though retaining an interest in them, are temporarily unable through sickness or hardship to provide for them. Each of East Ham's scattered homes houses from eight to fifteen children, with a foster-mother in charge. The foster-mother, with the help of a cleaner, cooks and caters, and generally looks after the children and makes the place attractive and homely. Each child has a separate bed, sharing a room with two or three chosen companions. Ages are mixed—again to encourage the family atmosphere, though the sexes are at present segregated. As an experiment, one or two homes are in charge of married couples. The wife acts as foster-mother, and her husband as foster-father, going to his work every day just like any other father.

Preparing to stand on their own feet, boys learn a trade under qualified instructors

Normal Home Life

The children attend local schools (if possible the school they attended before admission to Aldersbrook) and are members of scouts, guides, Red Cross, and other local youth organisations. They have their birthday parties, invite their friends to tea, and are encouraged, where desirable, to keep in contact with their parents and visit nearby adopted "aunts" and "uncles." They have their pocket-money—from 3d. to 2s. 6d. a week according to age—some of which is saved, with the result that many have substantial Post Office accounts by the time they leave the homes at the age of 16. During school holidays or for concerts, sports days and the like, they go by 'bus to Aldersbrook to join in the fun, or in the evenings to improve their football, cricket, tennis, and gymnastics under the instruction of a paid sports coach. Every practicable provision is made for them to enjoy a "normal" home life and to feel and do the same as schoolmates living with their own parents.

Schooldays over, the children leave the scattered homes and go to live in the central home for their last year or two at Aldersbrook. Here, conditions compare with those of any public school. The young people sleep in dormitories, eat in dining halls, and have sports and recreation facilities far better than anything available to many youngsters living in crowded cities where space does not allow for football pitches, cricket fields, tennis and netball courts, gymnasia, and billiards rooms.

The elder boys of Aldersbrook have their own billiards club, run entirely by themselves through an elected committee, which makes the rules, fixes subscription rates, and ensures smooth running. It has a full-sized table, easy chairs, and a radio extension. In their leisure they have classes in leatherwork, art, and other hobbies. During these last years the boys and girls are taught a trade of their choice, and at 16 are able to take their place in the community as self-supporting citizens, proficient in an established trade carrying trade

union rates of pay and conditions. Under qualified instructors, the boys learn carpentry and joinery, shoemaking, or tailoring, and their work is of a high standard.

In the same way, the girls learn dressmaking, cookery, and housewifery, or train in child welfare in the Homes' own nursery. Most of the girls are today absorbed into the Aldersbrook staff, but normally the popular choice is nursing, the gap between leaving the Homes and starting training often being bridged by entry into private domestic service—experience which stands them in good stead both for nursing and later for married life.

Independence Developed

When the children—now young men and women—finally leave Aldersbrook, they do so as independent people. They receive no subsidy from the Council, each being assured of a job carrying a living wage. All are fitted out with wardrobes to save them from spending money on clothes during the first twelve months of their working lives. They carry with them, too, a knowledge of their parentage and history as far as can be ascertained, careful records having been kept in the knowledge of the information's vital importance and interest to them. There is, however, an After Care organisation, comprising four welfare workers for the boys and two for the girls, and these workers are men and women who know the children personally and to whom the children will come for advice and friendship. There is no compulsion about this contact, but it is significant of the genuine regard felt by the children for the Homes and the administrators that they frequently write to the Superintendent and visit Aldersbrook. This year no fewer than 330 old boys and girls met at a reunion—shown in the picture at the top of the opposite page—organised at their own request. It is significant, too, that the Aldersbrook "family" produced men and women who served well during the war. Two won military medals and another was a pilot officer of the Pathfinder Force.

The only other occupants of the central home are babies and toddlers (who, oblivious to the reason for their whereabouts, play in their suntrap nursery school, playroom, or on the lawns, and thrive under the medical supervision) and older children needing special medical treatment, or suffering from neglect.

Efficiency with Humanity

Of the administration of the Homes much could be written, and baldly to call it "efficient" would be to strip it of its essential human element. A fleeting visit to the huge laundry, where labour-saving equipment washes, dries, irons, and folds every garment and article used in the Homes; to the dispensary and sick quarters; to the bottle-feeding department where every bottle is sterilised and every infant's food meticulously prepared; to the kitchens where the well-balanced meals are cooked, is long enough, however, to sense an atmosphere of good organisation carried out well and willingly by people with smiling faces enjoying their jobs. Difficulties there are, of course. Inevitably, among so many there is the mentally defective and the delinquent. They present special problems and require special treatment. The mentally defective are notified as soon as their condition becomes apparent, but shortage of special homes for them often means several months' delay in their departure. During that time, they must be provided for within the general administration. Of the delinquents, the majority can usually be absorbed without detriment to the other children, but some special provision is needed for the few with a bad record and an undesirable influence on other children,

(Continued at foot of next column)

"NALGO Needs Separate Division for Electricity Staffs"

Is it necessary to remould NALGO's *administrative machinery to suit it to the task of negotiating pay and conditions for the staffs of the new electricity service? B. W. HEPTINSTALL, secretary, Bournemouth and Poole Electricity Company (Staff) Branch, thinks it is, and here gives his reasons why and suggests how it should be done.*

THE wartime development of high-efficiency machines and industrial processes, and current shortages of coal and of labour for domestic help, have combined to make electricity supply one of our most essential public services. This fact, together with the decision to nationalise the industry, has had sudden and far-reaching repercussions on the status, conditions, and future of its staffs, and has disturbed what was, hitherto, one of the calmest of industrial seas.

At the same time, NALGO's foresight in opening its doors, in 1946, to the hitherto unorganised commercial, clerical, and administrative employees of company-owned undertakings, has materially affected their position. But that step, I suggest, entailed consequences bigger than were envisaged at the time.

Not a Separatist Movement

As a result of it, electricity staffs have become conscious of their existence as an entity, and want the fact to be established and recognised. How can that be secured without sacrificing the unity of NALGO? Two changes, I consider, are needed. In urging them, I would emphasise that I am not advocating a separatist movement—which I should strongly deplore—and that my suggestions, while being, I hope, constructive, are entirely personal.

First, I suggest that the time has come for NALGO to reorganise its structure by introducing separate administrative divisions for the separate groups of its members—local government, electricity, and others. I realise that this proposal will arouse opposition, but I trust that my reasoned arguments will make it acceptable even to the "die-hards."

The facts are simple. Within a few months, many local government officers engaged in the municipal electricity supply industry will leave the local government service, and, together with NALGO members from company-owned electricity undertakings and others, they will enter the employ of the new area boards of the British Electricity Authority. Divorced from local government, they will have to face new problems as well as the recurrence of old ones. They will have to create anew the whole structure of negotiating machinery and staff representation, and to meet and overcome difficulties peculiar to themselves.

Surely, all must agree that the right people to carry out this great task are those directly affected—with, of course, the backing of NALGO's wide experience and first-class organisation, and, I am sure, the support and good will of all its members. But it is the electricity officers who stand to gain or to lose by whatever is done.

NALGO's electricity membership is estimated to-day at between fifteen and twenty thousand, with a potential well above that figure. Such a body is worthy of specialised treatment and can, I suggest, be better and more efficiently handled as a separate division—not faction—of the Association. As secretary of an electricity branch, I receive from NALGO Headquarters by almost every post much literature which can interest only local government officers. Again, my company branch's participation in a local co-ordinating committee, where it was the only company branch represented, proved conclusively the dissimilarity of our problems from those of our local government colleagues.

Further, the creation of a separate division would satisfy the natural aspirations of electricity officers and would attract new members now in organisations which have failed to follow the trend of events as effectively as NALGO.

The separate division, as I envisage it, would comprise fourteen areas analogous to NALGO's present districts, but co-terminus with the fourteen area boards for which the 1947 Act provides, and thus especially suited to carry on negotiations with the area boards. There would be area committees comprised of branch representatives. Branches would have the same boundaries as the sub-divisions of the areas, and local correspondents would be elected to look after members in the branches.

Own Representatives on N.E.C.

At the other end of the scale would be the national electricity officer who, at Headquarters level, would co-ordinate the work of the new division within the main framework of the Association, be directly responsible to NALGO's chief organisation officer, and act as liaison between the division and the rest of the Association. He would also ensure the dissemination of full and appropriate information to the electricity branches. The staffing arrangements would be a matter of internal Headquarters arrangement and need involve no great expenditure.

The division would come into the general organisation at district level and above, each electricity area being attached to the NALGO district *in which it mainly fell*, sending representatives to that district committee, and electing its own area—if necessary, joint or regional area—members to the National Executive Council on the same basis as local government members elect their district members.

In this way, the division would cater specifically for its members whilst remaining an integral part of the Association.

The second change I would make would be to rename the Association to describe more accurately its scope and to satisfy the aspirations of its non-local government members. NALGO is in *fact*, if not in name, already the National Association of Public Service Officers.

(Continued from preceding column)

though not deserving remand home treatment.

But although the home is one of the best of its kind in the country, the council is far from satisfied with it. It plans to make up the leeway caused by its use as a hospital during the war, and then improve it still further.

Had every home visited by members of the Care of Children Committee presented a similar spectacle to that of Aldersbrook, its Report would have been in a different strain. Knowing what can be achieved, however, even under present difficulties, perhaps we may confidently expect that the recommendations will expeditiously be put into effect so that "deprived" children everywhere may be given the same compensations and opportunities as those at Aldersbrook.

FIXING SENIOR OFFICERS' SALARIES

Association to Insist on Representation on Any New Joint Councils Set-up

In view of the discussions in progress between the associations of local authorities and certain sectional societies on new machinery for fixing the salaries of senior officers now outside the scope of the National Joint Council, J. H. WARREN, general secretary, NALGO, has prepared the following statement of the Association's policy and objectives.

NALGO has always stood for unity in the Service. It has enrolled local government officers of every profession and occupation and of every grade among the staff from the clerk of the county council or the town clerk down to the newly-appointed junior. And it includes in its membership between eighty and ninety per cent of the chief officers who form the uppermost layer in the local government hierarchy. It now caters also for similar classes in certain public utility undertakings. It has been, and still is, a comprehensive trade union for all these officers.

The Association's policy on Whitleyism has been consistent with this position. The National Joint Council which existed before 1944, built up on the provincial councils, purported to deal with the whole Service. When the council was reconstituted in 1944 by agreement with the associations of local authorities its functions *as regards salaries only* were restricted to salaries not exceeding £700 a year. In addition, all Clerks were excluded from its jurisdiction. The jurisdiction of other Whitley bodies was recognised by a provision that any officer whose conditions of service were regulated by another joint industrial council or other similar body should also not come within the jurisdiction of the council. An example is the engineer in the municipal electricity undertaking who is subject to the Joint Board for the Employers and Members of Staff for the Electricity Supply Industry.

The position to-day, therefore, is that the National Joint Council regulates the conditions of service, apart from salaries, of all local government officers with the exceptions mentioned, and the salaries of the same officers where these do not exceed £700 a year.

Hope for Higher Limit

NALGO was reluctant to agree to these exclusions—though it recognised the special case of the local authority's Clerk—except where well-established joint councils existed. The Association agreed only because the associations of local authorities were adamant. Always the Association hoped that, as the National Joint Council became established, it would be agreed that the salary limit of £700 should be raised to a much higher figure or abolished altogether.

At the annual conference at Southport, speaking for the National Executive Council, F. H. HARROD referred to the fact that there had been conversations between the employer side of the National Joint Council and the associations of local authorities, who had apparently consulted sectional bodies representing groups of the service, in regard to proposals to deal, by separate machinery, with the salaries and conditions of chief officers.

It is understood that the associations may be prepared "to raise the ceiling" of salaries falling within the National Joint Council's jurisdiction if certain classes of chief officer and their deputies are excluded entirely from the council's jurisdiction, and dealt with by one or more separate special bodies.

NALGO considers that there is still much to be said for one National Joint Council for the service as a whole, though it recognises that there may be a need for some internal arrangements to ensure adequate and informed consideration of the position of certain chief officers. It is not going to be as easy as it looks to apportion the responsibility for many classes of officer among two, three, or more bodies, or to secure a proper balance in classification and pay among the officers concerned. But the associations of local authorities apparently prefer the formation of a separate joint council or councils.

The situation has been considered by the National Joint Council who decided "favourably to consider the tentative proposals of the associations of local authorities provided that representatives of the council will be afforded an opportunity of discussing with the associations certain points thereon before definitive decisions are reached."

The Association has no desire to be doctrinaire on questions of machinery and will, therefore, examine with an open mind the specific proposals shortly to come under discussion.

But it must be made plain and understood beyond any doubt that NALGO will insist upon adequate representation on any new joint council or councils. It would be an intolerable position if thousands of members of NALGO were subject to the decisions of a council or councils upon which they were not represented, or the staffs' side of the new bodies were representative only of sectional societies which have hitherto assumed little or no responsibility for trade union support generally and Parliamentary and legal protection in particular.

NALGO takes a realistic view. It is known that chief officers who are members of NALGO consider that it would be inappropriate for the organisation as a whole, with its big majority of rank-and-file members, to negotiate their rates of remuneration. NALGO has in fact never contemplated this. The officers whose direct interests are involved are entitled to the predominant voice in the bargaining process. It would be a proper and even a desirable course in appointing representatives of NALGO upon any new joint council or councils to ensure that the representatives, apart from the officers of the Association, should be officers within the purview of those councils.

Unity of Service in Peril?

This being understood, any attempt to exclude NALGO from the new bodies would amount to an attack upon NALGO and a desire to split the unity of the service which NALGO has throughout the years striven to secure—a unity that has benefited the senior officer equally with the junior. "Divide and conquer" may be in some minds. "Unity is strength" should be in ours. Any division in our ranks would mean, in the long run a serious break in the tradition of the service which would be inimical to the interests of the local authority, the senior officer, and the subordinate officer alike, and to the efficiency and discipline of the service.

There must be no misunderstanding. NALGO will take every step open to it to protect its interests and rights. It will not surrender its rights to represent its members in any machinery of negotiation that affects them.

Voluntary N. H. I. Contributors Must Keep Up Payments—or They May Lose Benefits

THE question asked in September LOCAL GOVERNMENT SERVICE: "What is the point in stamping my voluntary insurance card for 1946–47 since I am to be insured compulsorily in July next year under the new scheme?" can now be answered.

Circular A.S. 370, sent by the Ministry of National Insurance to Approved Societies, makes it clear that those who, acting on the advice of the NALGO Approved Society, maintained voluntary insurance and who continue to do so up to July 5, 1948—when the new scheme will operate—will qualify, *on that date*, for the new benefits, including sickness benefit, widows' benefits, and retirement pensions. But those who never took up voluntary insurance or who drop it before July 5, will not qualify for the full sickness benefit for some time, and may have prejudiced their chances of receiving the full pension on retirement.

As a general rule, the circular explains, the qualifications for full retirement and widows' pensions will be "a year's average of 50 contributions over the whole insurance life."

This, however, will be relaxed in the case of those already insured on July 5, 1948, either as employed or as combined voluntary contributors, to the extent that they will be allowed to calculate their yearly average from January 6, 1936 (or from the year of entry into pensions insurance, if later) and will be credited with a contribution for each week between January 6, 1936 (or year of entry, if later) and July 7, 1946, whether they actually paid contributions or not. For the two following years—July 7, 1946, to July 5, 1948—they may count towards their average only weeks "for which pensions contributions are actually paid or would be treated as paid for the purpose of the average tests of the present scheme."

The only exception to this rule is that an "elderly," voluntary contributor will be treated as fully covered in respect of pensions contributions if he or she has a credit of at least 26 contributions paid or excused for each of the years 1946/47 and 1947/8.

Arrears cards for elderly contributors will be sent out as soon as they are received from the Ministry of National Insurance.

Employed **contributors who have a credit of not fewer than 36 contributions, paid or excused, for the contribution year 1946-47 are not to be subject to any reduction on account of arrears in the rate of sickness and disablement benefits payable to them in the benefit period beginning on January 5, 1948; that is to say, there will be no scaling down, as in previous years.**

No obligation is now placed on societies to give their employed contributor members notice of arrears, and no arrears cards for such members have been printed, but any member who knows that he has fewer than 36 contributions to his credit should apply to the society for an insurance card, on which he may affix the required number of contributions to entitle him to full sickness and disablement benefit.

The yearly average of contributions required for retirement pension and widows' benefit is to be the same for employed as for voluntary contributors—that is, 50—and any employed contributor who, although he may have more than 36 contributions to his credit, has fewer than 50, would be well advised to pay the arrears, to bring the total credit to 50, so that he does not jeopardise his entitlement to those benefits.

NALGO Wins Libel Suit and Two Pensions Appeals

The value of NALGO's legal aid to its members is again illustrated this month three recent cases—a libel suit and two pensions appeals—in all of which the sociation's prompt action, and unremitting effort, fully established its members' rights.

belled Clerk Gets £50 in Damages—and a Rise

CLERK to a rural district council com- plained to the Association that a member s council had alleged at a public meeting the clerk had tried to induce the war ultural executive committee to approve son as the tenant of an agricultural cottage the council had decided to let the house meone else and that the clerk had visited committee's office and tried to persuade cretary to do as he wished. The councillor ier declared that the clerk was "a stranger he truth" and repeated these words at next open meeting of the council after the had read correspondence with the ultural committee proving that the allega- s were unfounded.

pportunities were given to the councillor pologise and withdraw, but he refused to so and a writ was issued against him. In defence, the councillor denied speaking words alleged, claimed that the occasion privileged, and pleaded justification.

efore the action came on for hearing at local assizes, the Association, in view of complicated issues involved, briefed a ler (Mr. G. D. ROBERTS, K.C.), with Mr. GLE FOOT, on the plaintiff's behalf. The case fought to the bitter end, the defendant n refusing to accept an opportunity given at the last moment, in Court, to apologise withdraw.

he Judge found that the words alleged had n spoken ; that malice had been established us rebutting the defence of privilege; and that defendant's plea of justification had broken vn completely. His conduct was subjected severe criticism. There was no founda- n, in fact, for what had been said of the intiff, and judgment was given in his favour h costs and £50 damages, although the rural trict council had confirmed its confidence him and had increased his salary.

100 Pension Arrears Won For Widow

HE first pensions appeal involved a long struggle with the Ministry of Pensions which NALGO triumphed.

A member, medically examined in 1941 fore enlisting, was found to be of good ysical development and of sound heart, and s accordingly placed in category A.1. Before was called up, however, he had a heart ack but, on the advice of his doctor, carried normally at work until 1943, he was called and, on re-examination, told the medical icer of his heart attack since the previous amination two years earlier. Despite this, was again placed in category A.1.

After a strenuous primary training course wever, he had another heart attack, was mitted to hospital for several days, and later urned to duties. He had yet another attack ile still under training, and was then seen a specialist. Nevertheless, he was afterwards nt on an intensive block training course ring which he had another attack and was mitted to hospital again. When discharged om hospital, and transferred to serve with e Royal Army Medical Corps, he was again t through a complete initial training course d had further attacks. He eventually llapsed on the parade ground, was dis- arged as unfit, and *was refused a pension.*

The Association lodged an appeal on his behalf but the Ministry's decision not to grant a pension was upheld by the appeal tribunal despite the evidence of a heart specialist entirely in his favour. The tribunal was asked for leave to appeal to the High Court, but refused, so the Association applied to the nominated judge, Mr. Justice DENNING, for such leave, this time with success.

Shortly afterwards, the member collapsed in the street and died from heart failure, and the Ministry eventually decided to admit that the disability had been aggravated by war service. As a result, arrears of pensions amounting to more than £100 were recovered for his widow.

Three-Year Struggle in Split-Mind Case

THE second pensions claim—that of a volunteer for R.A.F. air-crew duties—took nearly three years to settle.

The member concerned was placed in category 1 on enlistment in 1940 and his mental and nervous condition were both found to be normal. As a civilian, he had had a clean bill of health and a fine record at work. During training, however, he was found unfit for air-crew duties by reason of defective vision, but chose to remain in the R.A.F. on general duties. A year later, on applying for a commission, he was again found to be normal and put in grade I, but shortly after, broke down suffering from a psychoneurotic "anxiety state." On return to duty, he was posted to a remote part of Scotland where the conditions were arduous. Here, he broke down again and, in 1942, was discharged unfit with schizophrenia.

His application for a pension was refused by the Ministry and by the tribunal to which the Association appealed on his behalf.

Some time later, in the High Court case of *re Moxon*, a pension was awarded to an ex-serviceman suffering from schizophrenia. Acting upon this, the Association took Counsel's opinion, but was advised that, despite this decision, it was not possible to take the case to the High Court. Mr. T. W. BURDEN, M.P., was asked to approach the Minister of Pensions, but was told that nothing could be done, since the tribunal's decision was binding on the Ministry.

In spite of this, representations were made to the Ministry by various interested parties, and when the Pensions Appeals (Special Review) Tribunal, was set up to reconsider appeals which might have been decided differently, had they been heard after, instead of before the *Moxon* case, the Association sought and obtained leave to appeal to it. Counsel was briefed to represent the member, and a Harley Street specialist called to give evidence. The tribunal allowed the appeal on the ground that the condition had been aggravated by war service, and thus established this member's right to a pension after a fight lasting nearly three years.

Red Tape Must Not Stifle Initiative in a State-Run Service !

By F. S. JACKSON, chairman, West of England Electricity Branch

A MAJORITY of the electorate has voted for State ownership of our basic industries, with the result that we in the electricity supply industry will soon come under State control. By their vote, the electors signified dissatisfaction with private ownership. But private ownership was not all bad and, whilst we hope that the transfer will lead to improvement of the unsatisfactory conditions under which we now work, we should also seek to preserve the good features of the system we are leaving behind, and to ensure that the initiative, drive, and enthusiasm encouraged by the good private employer are not stifled by forms and red tape.

The mainspring of private enterprise is the profit motive. This has no part in the new order. To retain the best of the old system, therefore, another motive must replace the profit incentive.

Service, not self, must be our motive in the future. Only by the development and cultivation of this ideal will the State obtain the co-operation and willing service essential to success.

We cannot, of course, give of our utmost if we feel that we are not getting a square deal. We must be free from anxiety about the present and the future. We must be happy, healthy, and content. For the State to receive the benefits of selfless service it must give its employees satisfactory living and working conditions. It must encourage initiative, enterprise, co-operation, and hard work, by giving reasonable remuneration for effort made. It must give staffs a voice in management and allow an outlet for new ideas and old grouses. It must give workers a change of job sometimes so that they keep out of ruts and acquire a broad knowledge of the business. It must keep red tape and regulations to a minimum and decentralise and delegate responsibility. Research—technical, commercial and financial—should be encouraged ; rivalry in efficiency between undertakings and areas cultivated ; and social activities, to develop good relations and understanding between employees, stimulated. Facilities for education, both general and technical, must be made available for all interested, and rewards—monetary awards and selection for promotion—should wait upon success.

Well-organised welfare and personnel departments should be set up in all areas. An officer nursing a grievance should be encouraged to get it off his chest, and if it is justified, action should be taken to remove the cause. If the grievance is not justified, the aggrieved person must be persuaded to see that it is groundless, is affecting his efficiency and, in his own interest, must be dispersed.

There exists in the industry a deep well of willing, selfless service to be drawn upon indefinitely provided the right conditions for its release and replenishment prevail.

But, above all, in the new order, leadership will count most. In the past, technical qualifications have been given too much weight in assessing the ability of managers and administrators. A man may be a first-rate engineer or accountant, but if he lacks the flair for leadership he cannot be a success in an administrative position. If the ideal of "service" is to replace that of "self," only the leader type must be put in control of personnel. None can give of his best if his leader lacks those qualities evoking confidence and willing service in his subordinates. The egotistical "great I am" type has no place in a socialised industry, and if he is not replaced the standard of efficiency in the industry will be low. Let those responsible for organising the new service take heed of this to-day, for there is much inefficiency in industry, generally due to the low standard of leadership among those in command.

Members Suggest 32 Ways of Improving NALGO Conferences

HOW would you make NALGO Conferences more efficient, successful, and interesting? This was the question we put to members in the competition announced in the July-August journal. Eighteen answered it, advancing between them no fewer than 32 separate suggestions, some big, some small, but all constructive. This is a remarkable result, suggesting that, when ideas are wanted, NALGO members are the folk to supply them.

Among so many entries of comparable excellence, judging has been difficult. Where one scored on practicability, another did so on originality; where one showed fertility of ideas, another displayed a deeper insight into fundamentals; with the result that, whatever standards or combination of standards were adopted, at least five led the field, running neck and neck. In these circumstances the fairest plan seemed to be to persuade the editor to double the prize money and divide it equally among them. Two guineas each goes, therefore, to A. M. R. LANE, **Glasgow**, P. J. BARSBY, **Long Eaton**, A. G. COBB, **Cheltenham**, V. R. MINTER, **Kensington**, and B. W. HEPTINSTALL, **Bournemouth and Poole Electricity Supply Co.**—plus a special commendation to Mr. Cobb, who, though he is only 17 and has never attended Conference, presents an analysis so clear and penetrating as to suggest that he may soon be there, seated on the platform. Eight more were behind only by the shortest of short heads, and deserve particular mention —Sergt. D. M. C. THOMPSON, **Birmingham**, who made five sound proposals on the strength of reading the Conference report while serving with the B.A.O.R. in Hamburg; T. FERNLEY, **Manchester**, E. C. COLEMAN, **Battersea**, "SIMPLICITAS," F. NEWMAN, **West Ham**, J. H. PIPER, **Bognor**, MRS. E. MEADE, **Weston-super-Mare**, and W. E. PAINTER, **Welling**.

Lack of space, alas, forbids reproduction of any of the entries in full. Instead, we set out the principal suggestions made, in the order of their popularity. They can be roughly classified under four heads:

I—ATTENDANCE

Fewer Delegates

No fewer than twelve of the eighteen call for a reduction in the number of delegates, agreeing with G. A. COBB that present Conferences are "far too large to be efficiently handled," and that 1,600 delegates are "far too many for a deliberative assembly." To-day, the same competitor points out, the NALGO Conference, with one delegate for every 90 members, is almost certainly the most representative assembly in the trade union world.

Most drastic of the cutters-down are JOHN A. YATES, **Coventry**, who, recalling the dictum of G. D. H. COLE that "a conference large enough to represent all the branches [of a national union] is far too large and unwieldy for any useful discussion," would reduce the number to 320, and B. W. HEPTINSTALL, who would provide a Conference of 500. Since these competitors call for radical alterations of the basis of representation, their proposals are dealt with more fully below. W. E. PAINTER would reach 600 by having all motions debated by district conferences early in the year and leaving the delegates of big branches to represent the views of the smaller ones, who would have no direct delegates at an Annual Conference. "What better means," he asks, "to see the other fellow's point of view when one has to put his case for him? What a spirit of altruism, amity, and tolerance would prevail! Even the N.E.C. might become infected."

The remainder look to a Conference of 1,000-1,200 by less drastic modification of the present system of allocating representation according to branch membership: though, in practice, none of the schemes suggested seems likely to attain the object. Competitors appear to have overlooked the fact that NALGO to-day has over 900 branches. To allow only one delegate per branch would thus, with district committee and sectional and professional society representation, give over 1,000 delegates, and every additional delegate for the larger branches must increase this minimum figure.

A contrary view is put by "SIMPLICITAS," who urges: "Don't attempt to reduce the number of delegates, even if 1,000 limits the scope of available venues. Venues are of minor import. It would be better for the Association if we had 2,600 delegates: branch workers really need the moral revitalisation of a Conference."

Sharing of Representation

Four competitors link with their proposals for fewer delegates the need to share the privilege of attending Conference among a greater number of members. Thus, P. J. BARSBY urges that, with the exception of branch secretaries, no delegate should be allowed to attend more than three Conferences consecutively: V. R. MINTER invites branches to "consider the advisability of sending a different selection of delegates each year and stop providing an annual holiday for your branch officers"; W. L. KAY, **Mytholmroyd**, sympathising with the excuse of the apathetic that "the same old gang always run things and we haven't a chance," considers that an influx of new blood would both revitalise Conference and create a wider interest in the Association; and E. C. COLEMAN would prohibit any delegate from attending more than two successive Conferences, on the ground that "old stagers are inclined to be over-confident and verbose," whereas newcomers would put their points more succinctly, if more diffidently."

New Bases of Representation

Under this head come the more revolutionary proposals of J. A. YATES and B. W. HEPTINSTALL, already briefly mentioned. The former suggests that NALGO's 920 branches be grouped into about 80 area units, each of about 2,000 members, and that each area group should meet quarterly, provide an opportunity for a preliminary airing of "original and revolutionary proposals" for the Conference agenda, and appoint four delegates for Conference.

The latter bases his proposals (which are elaborated in an article on Page 413) on the premise that NALGO is already sectionalised in practice, if not constitutionally, and should realistically accept the fact by giving every member both general and "specialised" membership. As a "general" member, he would belong to a branch organised as at present, which would send representatives to the district committee, which in turn would send "general" delegates to Conference in the proportion of one delegate for each 1,000 members in the district. As a "specialised" member, he would be organised with other members of the same specialty into areas and from area meetings would submit nominees to the district committee from whom the "specialised" members of the committee would elect "specialised" delegates to Conference. Conference itself would be held in two parts—a one-day meeting at which each "specialist" group would consider matters affecting it, followed by a two-or-three-day general Conference attended by all delegates, to which the specialist groups would submit their findings. For this scheme, Mr. HEPTINSTALL claims four advantages—a smaller Conference of about 500 delegates; representation competent to deal with the agenda; machinery to give adequate attention to every item; and the possibility of arranging for delegates' expenses to be paid out of national funds, thus spreading the cost equally among members. D. M. C. THOMPSON makes a similar suggestion, though he does not work it out in such detail.

II—CONFERENCE AGENDA

Of the nine reforms suggested under this head the most popular are a stronger agenda committee, favoured by nine competitors, and preliminary sifting of motions by district committees, favoured by seven.

Agenda Committee

This, suggests A. M. R. LANE, should be a representative body of half N.E.C. and half rank-and-file—the latter chosen in the first place by district committees (one from each) but after a year or two elected by Conference itself. The committee would be empowered to sift, delete, and amalgamate amendments, refer appropriate motions to the N.E.C., so arrange the order of motions as to preserve a proper balance, and allocate time to each motion and amendment. It would sit throughout Conference, and give branches the opportunity to make representations on any of its decisions. This, he claims, would produce a much shortened agenda, with major items well spaced out to coincide with "peak periods." The inclusion of rank-and-file representatives is suggested because "in any trade union there is a danger of some national council members losing the common touch."

J. A. YATES would have the agenda committee, in addition to amalgamating like motions and amendments, allot time to them "according to the feelings of the membership"—which it would judge from the number of branches raising similar matters.

P. J. BARSBY would rearrange the agenda to give priority to motions of direct trade union interest. These would be followed, in descending order of importance, by matters of policy or with a political bias, motions on the ancillaries, and alterations to rules.

T. FERNLEY, while also favouring a strong agenda committee able to compress the agenda —and if necessary to revise it while Conference is in session—would restrict its powers. It must not be able to override the reluctance of a delegation to compromise. That "would be a grave interference with the undoubted right of branches." But if it were to put the important issues higher up on the agenda, there would be less danger of "pernicious restlessness" caused by having to "plunge through acres of weeds to get to such lush ground as affiliation."

Mrs. E. MEADE, **Weston-super-Mare**, would have the agenda committee not only compress and rearrange the agenda but also group the items into half-day sections. If one of these was not completed within the allotted time, Conference would know that it must speed up during the next session, and would thus be able to avoid the unseemly rush on the last day.

Sifting of Motions by Districts

Of those favouring this course, J. PESTER, Dewsbury, submits the most elaborate programme, which would require each branch to submit its suggested motions (other than those on the annual report) to the district committee and the N.E.C. before December 31. The complete list of motions would be circulated to all branches, which would be entitled to send their observations to Headquarters and the district. Later, the N.E.C. would inform branches and districts which motions it was prepared to accept, after which the district committee would decide whether to support a motion as it stood, to support it if amended, or to reject it. Any branch insisting on putting forward a motion which the district wanted to reject or amend would be entitled to do so—but such motions would be grouped at the end of the agenda. Motions on the annual report would be dealt with as at present.

In the final agenda, motions would be arranged in order, with those relating to the annual report first, followed by motions from the N.E.C., from branches accepted by the N.E.C., from district committees, from branches supported or amended by districts, and from branches without district support, in that order. This procedure, Mr. Pester claims, would give more time for the consideration of "major" motions, result in few motions being withdrawn or referred to the N.E.C., develop greater interest in branches and districts and reduce the number of "trivial" motions.

Conference of Districts

V. R. MINTER is both simpler and more drastic, suggesting that "no branch should be allowed to submit items for the agenda, or amendments thereto, except through its district committee, which will allow only really important matters to go through," while A. G. COBB, more ruthless still, advocates a similar procedure but insists that, to reach the agenda, a motion or amendment must have a two-thirds majority of the district. J. H. PIPER, another supporter of the district "sieve," would add a further barrier—a conference of district committees. The agenda would indicate which motions had been approved by one or both of the sifting bodies: but Mr. Piper would allow a branch to put forward a rejected motion and thus claims that, far from excluding the "unusual, original, or revolutionary" motions which failed to pass the district censors, his scheme would allow more time for their examination.

Some competitors, on the other hand, strongly oppose any sifting by districts. T. FERNLEY, for example, declares that "there is no reason to believe that the average district committee would be any less parochial than the branch—and it tends to be more conservative . . . to tamper with the democratic rights of our members might shorten the agenda but would probably kill the spirit of Conference."

"No More Barriers"

A. M. R. LANE, objecting to the grant of further power to districts either to put forward motions or to appoint delegates, points out that they have been known to "send trivia in both categories to Conference," and adds: "The ordinary branch members—the 150,000 we never see—are too far removed from branch life already to put more barriers between them and Conference . . . NALGO will reach its highest efficiency and effectiveness in direct proportion to the extent its whole membership, from office boy to senior official, takes part in forming and carrying out policy."

Several competitors consider that time might be saved were the N.E.C. to indicate on the agenda which items it was prepared to accept and which it would oppose. This, suggests Mrs. MEADE, would tend to prevent lengthy discussion of items not meriting it, would discourage branches from overloading the case for an agreed motion with unnecessary detail, and would help branches in instructing their delegates how to vote.

The Guillotine

Use of the "guillotine" or the closure to shorten discussion is favoured by four competitors. Like Mrs. Meade, E. C. COLEMAN would like to see a target fixed for each session, so arranged as to leave the whole of the last day free for miscellaneous items outside the Annual Report. W. L. KAY, would give the chairman power to close a discussion as soon as a topic had "obviously been freely ventilated." J. A. YATES would apply it, if necessary, only to routine business, arguing that it would be "not as indecent as the suggestion in 'L.G.S.' that such business should be pushed through during refreshment periods."

III—MACHINERY

Of the several suggestions advanced under this head, two only obtain any volume of support—more time, and shorter speeches.

More Time

Four competitors propose an extra day as a major solution for Conference difficulties. "Simplicitas," while agreeing that the meetings of branch public relations officers, education correspondents, and magazine editors, to which the Monday preceding Conference is devoted "are not only well worth while, but extremely popular" recommends their sacrifice, since Conference must have precedence.

F. NEWMAN, not quite so drastic, would retain the Monday meetings but transfer the annual meetings of the ancillaries to the Sunday (or to the Monday, with two or three meetings in progress simultaneously), thus freeing Friday for Conference. E. C. COLEMAN considers a five-day Conference both feasible and justified by the importance of the Association's work, and urges that the views of branches be sought on the point, while D. M. C. THOMPSON asks for four days next year, with five in later years if necessary.

Shorter Speeches

"All would-be speakers," says W. L. KAY, "should be told to get up, speak up, and shut up." To enforce the dictum, he suggests that movers of motions be allowed a maximum of ten minutes, and seconders two minutes—apparently forgetting that this would save little on the present rule which already limits movers to ten minutes, although it allows seconders five. More drastic is P. J. BARSBY, who would limit all speakers to three minutes and allow seconders to do so formally only.

Miscellaneous suggestions for improving Conference machinery, each of which found one supporter, include:

Special Seats for Speakers—A block of seats should be reserved for movers and seconders, with microphones near, to save time in walking to and from the rostrum.—P. J. BARSBY.

Speedier Vote Counting—Many more tellers—one to each 50 delegates—so that rapid counts can be made.—F. NEWMAN.

Card Vote Reform—Supply each delegate with different coloured cards—one colour for Aye, the other for No—each card representing 100 members, to allow of speedier counting.—V. R. MINTER.

Standing Orders for Delegates—Supply each delegate with a copy of the standing orders for Conference, so that he knows the rules and can avoid confusion over them.—F. NEWMAN.

No Refreshments—Have no refreshments of any kind available during Conference sessions, unless there are to be proper breaks for refreshment, thus preventing the public exhibition of bad manners by delegates trooping out noisily during speeches—V. R. MINTER.

Earlier Annual Report—Ensure that the annual report is in the hands of branches by February 28 at latest (instead of April 1, as at present).—J. H. PIPER.

Interim Report—The N.E.C. to publish an interim report some time before branches consider their motions—a course which would prevent branches from submitting unnecessary motions on out-of-date topics.—E. C. COLEMAN.

IV—MISCELLANEOUS

The suggestions remaining fall into no general classification, but include:

Motions on "Policy"—"I want to see from the N.E.C. a revolutionary change in its attitude to motions which it invariably dismisses as 'matters of high policy'—the future of local government, its structure, functions, and finance: who has a better right to comment on these than NALGO?; the 'accepted principles,' such as employee membership of a local authority, which need to be questioned; and questions of 'national' policy, to all of which our Conference might have its piece to add, its criticism to voice. A trade union is more than a bargaining weapon: it is one of the voices of democracy."—A. M. R. LANE.

"Publicity" Speeches—"Local government is a matter of vital concern to all citizens and the press will always report what is of public interest. If speakers would bear in mind the publicity value of their speeches, they would both help to put NALGO ideas over to the public and would lead to a brighter and more interesting Conference."—W. L. KAY.

Education of Members—Three competitors see in the better education of members the best means of eliminating trivial items from the agenda. Thus, F. NEWMAN wants to see the N.E.C. and branch public relations committees embark on an intensive campaign to educate members in the "rôle, function, achievements, limitations, and possibilities of NALGO." A. G. COBB, as part of a plan to secure that only the "brightest and most intelligent" are sent to Conference, calls for a campaign in "L.G.S." and branch discussion groups to encourage members to take more interest in Conference and to recognise its importance and powers. T. FERNLEY fears that, "until we produce a membership with a larger vision, we shall continue to be saddled with an agenda spilling over with trivia." Too many delegates, he considers, see Conference as a "pleasant and diverting piece of NALGO ritual": we must "inspire a much more catholic conception of our annual parliament."

Ballots of Members—"Highly controversial matters, such as affiliation to the T.U.C., which has for years taken up so much of the time of Conference, should be dealt with by a ballot among members."—W. L. KAY.

Greater Use of Districts and N.E.C.—Instead of leaving so many matters for consideration at Conference, branches should increasingly use the opportunities afforded by district and N.E.C. meetings to settle matters—or answer questions—well before Conference.—E. C. COLEMAN.

Fuller Reporting in "L.G.S."—Time would be saved at Conference if "L.G.S." published fuller reports and explanations of N.E.C. activities: "Let members know what is going on, then embryo motions of little value will die young."—E. C. COLEMAN.

Shorter Presidential Address—"The Presidential Address should be cut by half: although usually interesting, most of the material is contained in the N.E.C. report and can be studied at leisure."—E. C. COLEMAN.

Lack of space prohibits mention of the few remaining suggestions. In any event, if the N.E.C. and branches want to reform Conference, they have here an ample feast of suggestion on which to exercise their wits.

SPEED THE PLOUGH by "JACKASS"

THE man who lives with cows is not hysterical. Something of their tolerant stolidity is communicated to him. From them he learns to ruminate, to digest and re-digest. He does not prance and scream on Communist or Fascist platforms ; he sits and thinks.

His thinking has the priceless quality of balance. His is a world where rain which swells potatoes rots ungarnered grain, where sunshine ripens corn but parches pasture land ; where birds which thin the caterpillars decimate the fruit buds. White is not wholly white to him, nor black completely black.

If, after thought, he moves, it is with the plodding accuracy of one whose pride is in a long straight furrow, which only he can drive who keeps his gaze upon a chosen target and will not glance aside.

Such is Farmer Wurzle, who once sold sixteen cows and was paid for seventeen because the auctioneer—a city man by birth—counted Wurzle himself among them. I remember once, after the "Lamb and Lion" had formally closed out of respect for the law, sitting in the snuggery until dawn explaining to him the intricacies of the coal situation. At the time he said nothing beyond a non-committal "Ar!" but three days later he stopped me in the street to say "I been thinkin' about this 'avin' no coal. We owt to dig up a bit more!" And when you come to think of it. . . .

Naturally, therefore, when he began one evening —the night the beer ran out and we had to drink whisky—to talk about the nation's peril, I listened as well as I was able. He was a "a bit surprised like" that neither the Clerk nor I had been called in to put matters right. After all, it was "the two on yer" to whom the Government turned in war to "'andle them air-raids," not to mention salvage, housing, and cod liver oil with orange juice for children. He was inclined to believe we "must 'ave fell out" with the Government, or we would have been invited to "do summat about it" in the present crisis.

"Mebbe that's what's 'oldin' us back," said Wurzle thoughtfully. "They 'aven't left it to you Town 'All chaps this time. All said an' done, you managed fair to middlin' wi' all them other things."

I thanked him, but wasn't too sure I wanted to be "landed with this one." I preferred a sporting chance. In any case, it was a national, indeed international, problem rather than one for local government.

Wurzle was unconvinced. "I been thinkin'. It's all along of production—the Government keeps tellin' us that: but Government's a long way off, so we take no notice. Now if you chaps was tellin' us, we could ask you 'ow the—'ow to do it, an' you could tell us." He paused and reflected. "Perhaps."

"Any road," he concluded, "we're more used to doin' what you chaps say than what them fellers say." With a gesture intended to indicate a distant bureaucracy, he knocked over his glass, instantly accused a semi-sober visitor of having jogged his elbow and, in the ensuing argument, which ended in the visitor buying drinks all round, let the discussion lapse.

It had made sufficient impression on me, however, to lead me to mention it to the Clerk. He was instantly attracted to the idea.

"After all, John," he pointed out, "what do you do if Mr. Shinwell tells you not to use your electric fire? No, don't tell me! People pay no attention to Government lectures: a class of forty millions is too big. Ours is a smaller garden, John, and we can give each flower personal attention. Not that one could call Wurzle a flower."

I inquired hesitantly just what the Clerk had in mind. I could have guessed.

"You, John," he said paternally, "shall be Public Relations Officer. They're all the rage just now, with so many excuses necessary. We have needed one for a long time. Your first task is a 'Boost Production' drive."

In a less enthusiastic tone he added: "Honorary of course, for the moment. Later, perhaps, we might consider a small honorarium. We *might*."

"Of course," I said. "What do I do?"

"Tut!" replied the Clerk. "Use your own initiative. Be bold, but be discreet. Don't spoil the ship for a ha'porth of tar. There are, of course, no funds available, you understand?"

"Naturally not," I agreed, and went to tell the others.

Blatherpatch was all for it, because a shop steward who once saw Harry Pollitt had told him that only over-production could bring Capitalism crashing into ruin. Presson was equally in favour, because only prosperity or force could in his view check the rising tide of Marxist ideology and as a humane man he thought we might as well try prosperity first. Postlebury would co-operate in anything, short of nationalisation or a capital levy, which might avert bankruptcy until the Conservatives could achieve power and save the nation. Miss Legge was willing to do anything —it was noticeable that she made no reservations— to increase her stock of nylons. We went into conference.

Many of our measures were practical. Widow Pottle was supplied with pot eggs one-eighth larger than before and used them with some success among her hens. Nothing, however, would induce the more stubborn Minorcas to lay on more than five days out of seven until we fooled them by hanging a specially printed calendar in each coop, showing only one week-end a fortnight.

Farmer Wurzle's cows were the star performers. After a psycho-analyst, skilled in thought-transference, had spent a week among them—by which time he was eating grass—their yield increased astonishingly. After an ordinary analyst had tested samples and transferred his thoughts to Wurzle, it returned to normal.

A pep talk and constant reiteration of the slogan "Work or Want" spurred our rate-collectors to unprecedented activity, while not until the Fire Brigade was caught setting fire to a haystack did we appreciate that, in some directions, increased output was undesirable.

There were unfortunate incidents which diminished the popularity of our efforts—notably a crop of twins after a poster appeal to "Double Your Output" had been displayed at the clinic. Nevertheless, I was beginning to believe there was a noticeable quickening of the tempo of production when a deputation led by Wurzle informed me they were "'avin' nowt no more to do wi' it."

"But why?" I asked. "Just when everything is going well. Why should we fail now?"

"We been thinkin'," replied Wurzle. "You been makin' mugs of us. We 'aven't got no dollars."

at random —— by "hyperion"

Bachelors

For ever they are suspicious,
For ever they are in flight ;
They think all girls are pursuing them—
And they're right!—Thomas Usk.

Unorthodox Minuting

The Town Clerk entertained doubts, but not his audience.

Cocktail Contretemps

MAN (*well "over the eight"*) : "Give—give me something for a hangover."

BARTENDER : "What do you want?"

MAN : "Something tall—cold, and full of gin."

SECOND DRINKER (*angrily*) : "Sir, you are referring to the woman I love!"

Flea Congregation

No recent census had been taken when I was at Tiberias, but I know that the congregation of fleas which attended at my church alone must have been something enormous. It was a carnal, self-seeking congregation, wholly inattentive to the service which was going on, and devoted to the one object of having my blood. The fleas of all nations were there. The smug, steady, importunate flea from Holywell ; the pert, jumping "puce" from hungry France ; the wary, watchful "pulce" with his poisoned stiletto ; the vengeful "pulga" of Castile, with his ugly knife ; the German "floh," with his knife and fork, insatiate, not rising from table—whole swarms from all the Russias, and Asiatic hordes unnumbered—all these were there, and all rejoiced in one great international feast.—*A. W. Kinglake in "Eothen."*

Hyper-Super Planner

Where is this man who'll make things go,
Run smoothly without jumps or jerks ;
This genius who'll not merely throw
Another planner in the works?
—Geoffrey Bowles.

Cart Before Horse Dept.

The work is in hand and the war damaged commission has been notified.

Still Waters

There is no really satisfactory substitute for brains, but silence does pretty well.—*Coronet, New York.*

Doll for Daddy

"It's a beautiful doll," said the baseball player's wife to her little girl, "but we can't possibly afford it."

"Why not?" asked the child. "Couldn't we sell daddy again?"—*This Week Magazine.*

The Long Long No

A man I know called at his local fuel office to change his coal merchant. He was given a form.

As he filled it in, my friend said : "I suppose there is no difficulty about this?"

"Oh, yes," he was told. "You are not allowed to change your merchant. But it takes a week for the refusal to come through."—*Evening Standard.*

ADERS' FORUM

Let Impatient Company Members Get Down to Work!

award the prize of 10s. 6d. for the month's etter to F. S. JACKSON, who also con- es an article on page 415.

OM time to time you publish letters from mpatient company electricity employees. , am impatient—not with NALGO, ith them.

ey seem to think that joining NALGO d automatically bring an increase in nd when it does not do so they complain. e present transitional period, it will be ically impossible to compel the employers nprove conditions. They are engrossed eir own problems and might, with some ication, decline to alter terms of employ- in view of impending State control.

consider that NALGO showed real tive when, months ago, it took the first towards the formation of a national joint cil for company staffs. The delay that red was no fault of the Association. It months to bring far-reaching matters satisfactory conclusion when employers' employees' representatives can devote part of their time to negotiations. The sers do not appreciate the work involved inalising a comprehensive scheme of ies and conditions acceptable to the rity. They think only of their own un- factory conditions and would be the first owl if a hastily-devised scheme failed to ve their own particular grievances.

y advice to them is this: If you are dis- fied, do something to push things on. elected to your branch executive com- ee, insist on being appointed to the district mittee and the provincial council, shove in he public utilities sub-committee, get on next Headquarters conference for elec- y representatives, press your views on the ict officer and the National Executive ncil, learn all you can, and help all you

But, for cripe's sake, don't just pay half-crown, sit back, and expect the d to be handed to you on a plate within minutes.

F. S. JACKSON.

rman, West of England Electricity Branch.

warrantable Criticism"

STASTEFUL and unwarrantable criticism is being levelled against NALGO for bours on behalf of public utility companies' . I regret this. Such criticism by hotheads auseating to one like myself—a company member—who prefers reason to prevail.

hat right has anyone—especially in an stry in the process of nationalisation—to ct high-speed and disproportionate action in wn favour? What have we company staffs to justify the immediate expectation of rewards such as those recently won by local orities' staffs only after a long struggle?

ave yet to hear of a Charter, governing pay conditions, having been freely negotiated een company staffs and employers. Such arter does not yet exist! So why expect ts as if it did?

r my part—and I speak for others, too—I d say to NALGO (its National Executive ncil in particular) and to the Editor of G.S.," a hearty "Thank you" for all they done and are doing. But I would warn who show impatience, intolerance, and ason, that their attitude and behaviour reveal ofound lack of understanding of the very n for which NALGO opened its doors to c utility companies' staffs.

"GRATEFUL."

NING WORKERS' ENTHUSIASM

ve Them Overdue Increases"

is evident from "Readers' Forum" that nembers, especially the lower paid, are erned at the failure, so far, to secure satis- ry increases in pay. At the same time is a section—including, maybe, some, at of our negotiators—which feels that this is me to press for wage increases, but that our job is to see that ratepayers get a fair return for their money. We ought, they think, to accept the policy of pegging wages in the national crisis.

No one with a sense of reality could fail to see that the only way out of our national difficulties is to increase production in all spheres. As citizens ourselves, needing food, clothing, and shelter in common with the rest, we are vitally concerned with this.

I believe, therefore, that we must concern ourselves with the use made of our labour. Is it devoted to useful work? Is it used efficiently? Are we able to give of our best? These are questions which we must answer, and if the answer to any of them is "no," we must be responsible for getting changes made. I support wholeheartedly the idea put forward in your September editorial and, to a large extent, in David Lynn's

Letters for the December journal (to be published on December 1) must reach the Editor, 24 Abingdon Street, London S.W.1., by November 17.

letter, namely, the establishment of some kind of "joint production and efficiency committees," along lines being developed in the L.C.C. But one essential foundation for this is the enthusiasm of the vast majority of officers.

I do not believe that this enthusiasm can be won unless officers are convinced, not only of their responsibility, but that they are getting a fair reward for their work.

At the Southport Conference, when it was suggested that we should subscribe to the policy of "pegging" wages, the N.E.C. spokesman said that that would be quite unfair unless prices and profits were pegged as well. A study of any newspaper's financial column shows that at present profits are on the up and up. As to prices —we all know the answer. Furthermore, wage increases for different sections of workers take place at different times. We are still awaiting ours.

To sum up, local government can make a big contribution to the solution of the national crisis by improved efficiency and increased output if the enthusiasm of the workers is won—and this can be done only by giving them their long overdue increases in bonus and salary.

Town Hall, Ilford. P. P. ROSENFELD.

GRADING ANOMALIES

Appeals Commitee Defects

I HAVE read so many letters and heard so much at my branch about grading that I am beginning to think that the conditions and grading laid down by the Charter were a waste of time. In fact, the more I think of the Charter, its examination bar, the condemnation of so many to the general division for all time, the maddening and mystifying differences in the grading of similar posts, the waste of effort and man hours in considering appeals, and the general discontent, I am sure it would have been much better if those responsible, at least on the staff side, had left matters alone until "the boys came back." Perhaps then we might have had a Charter worthy of those boys' efforts.

Much of the trouble is found on the staff side of the local joint committee where grading appeals are first heard. Before my own case was considered—I am not in the General Division—I was asked to state how long I had held my present appointment and been in the employ of the authority. Then, when I appeared before the staff side, I was told by the chairman, who was, incidentally, also the deputy finance officer and chairman of the branch executive, that the staff side would not support my claim since I had accepted my present post at a certain salary and had been with the authority for only a short time. I learned later that one reason why I was unsuccessful was because I was then on the short list for another job.

I think a deputy finance officer is not the best man, on principle, to hold the chair of a staff side committee.

I contend that NALGO—at the highest level—could have done much more to advise on appeals committee procedure. It might have set out, step by step, the procedure to be followed, not left it to the interpretation of so many branch secretaries. It might also have made some regional arrangement for officers to take the chairs on local staff side committees of authorities other than their own. The chairman should not be an officer of the same authority.

We are in about as bad a mess as we can be over grading. The only way to salvation is to expedite the acceptance of national scales on a national basis—quickly, so that the scales suggested do not soon become outdated. All branches should get together and send a few strongly-worded requests to the N.E.C. to get on with the job right away and put in a little overtime if necessary. I only wish there were some other way to blast down this dam and get the water down to the same levels. I am the chief of a weights and measures department and in our service the anomalies of salary grading are frankly outrageous. For example, I am on Grade 4, the chief in a similar authority near is on Grade 3, and in most parts of the country holders of similar appointments are on Grade 6.

"WEIGHTS AND MEASURES."

"A Little—to Keep Him Quiet"

MAY I add a postscript to last month's letter from "Press on Rewardless"?

My "appeal" (is this the right word?) heard lately by the provincial council, was admirably put by the NALGO representative, who emphasised that adjoining authorities of comparable population and rateable value were paying A.P.T. Grade 6 for the job.

Did the council grade me similarly?

Certainly not. It put me on Grade 5a, of which I had no knowledge until several days after the hearing.

Obviously, at the moment, the provincial councils are working on the principle "give the officer a little to keep him quiet, but the dignity of the authorities must be preserved."

"OLIVER TWIST."

Building Trade Better?

IN reply to your Norwich correspondent who thinks his son would be better off in the building trade, I give my experience:

1921—Apprenticed to building trade.
1929—Wages £163 16s. a year.
1932—Through spare time study, qualified for an appointment in the local government service.
1935—First appointment at £200 to £225 after three years' effort.
1947—Became senior officer on A.P.T. 6 (£535—£600) plus bonus.
1947—The building trade has a five-day week, but with longer hours, and 2s. 6d. an hour with less attractive conditions.

"A.B.C."

ARE WE TOO COMPLACENT?

Should Give a Lead in Service

THE remarks of returning delegates, and the account in "L.G.S." make it clear that the 1947 Conference was NALGO's biggest flop yet. Such Conferences are useless and should be abolished. If members want to meet, let them do so at dances and swell the funds of the Benevolent Fund, but don't let them gather together in such crowds as at Southport, ostensibly to carry on Association business.

If all were well with NALGO, its National Executive Council would derive sufficient strength from the deliberations of its branches to enable it to do its job. But all is not well. We have become too complacent, too fond of quoting our successes, too easily swayed by glib phrases like "local government is Britain's best bargain." To-day, when the nation is facing economic crisis and sorely lacking moral purpose, is not the time for back-slapping.

We are fond of claiming that we are public servants. It is high time we lived up to it and really served the public. We can do no greater service than by giving a lead. Most of us are ready to criticise the miners for their demands, but how many of us think nationally and put effort before reward? We must put our own house in order.

Where are the leaders who will give us a new spirit of service? I do not know. I see no leaders in my own branch nor in any other. But unless they are forthcoming and a new spirit is born in our Association, we might as well close down.

A. K. BOWLER.

Finance Department,
Islington.

NALGO EXAMINATIONS

Honour the Successful !

WHEN will NALGO recognise its own examination? Or does it think it unworthy of recognition? How can one expect local authorities to recognise the examination as a step forward in professional progress, when no distinction is awarded—beyond a certificate—to those who pass it?

I suggest that members holding the certificate be allowed to call themselves Fellows of the Association. This would encourage more members to take the examination and would assist them by enhancing its value.

NALGO is the only professional association which does not award a degree of membership to those who pass its examinations. It lags far

behind others, whose membership includes many local government officers, and whose examinations do carry increased professional status and pull more weight with local authorities.

Long Eaton Branch P. J. BARSBY,
Public Relations Officer.

An Electricity Examination

ALTHOUGH members may soon be allowed to take Electricity Supply as an optional subject in the Promotion Examination, few in the provinces will do so because proper coaching is not available there.

Although I look forward to the framing of an examination for the industry as Mr. Forster suggested last month, it *must not be allowed to take two years.* A syllabus could be drawn up now, and the NALGO Correspondence Institute could prepare study notes within six months and, perhaps, before long, a text book, too.

Surely, with the pooled experience of those running London courses for electricity students, Mr. Forster's association, the Electrical Development Association, and other professional bodies, we could make an early start ? True, a correspondence course might run at an initial loss, but there could be no better way of furthering the interests of electricity officers.

Properly qualified, the future electricity officer will be able to make a big contribution to the success of the nationalised industry.

W. WOLSTENHOLME.
9, Oak Tree Avenue, Coventry.

The NALGO Correspondence Institute would willingly coach for an electricity examination were one to be approved ; but it cannot itself prepare or run such an examination, and at the moment, pending the setting up of a National Joint Council for the electricity supply industry, there is no appropriate body to do so. Once that Council has been established, however, the Local Government Examinations Board would probably be prepared, if it wished, to run the examination on its behalf.

THE PROMOTION BAR

Is it Cheapening Qualifications ?

THOSE who might reasonably have hoped to rise to administrative positions and would have endeavoured, bar or no bar, to equip themselves for such positions are now faced with the cheapening of the professional and administrative qualification to that of a stepping-stone from the General Division. The number of administrative positions warranting the possession of such a qualification as the Diploma in Public Administration is limited, but they are being filled by persons with qualifications of any kind except those reasonably regarded as criteria of administrative efficiency.

We may soon have large numbers of highly qualified local government officers without the slightest chance of doing a job worthy of their qualifications or of the time, money, and effort spent on attaining them.

32, Caversham Road, D. S. CLAPSON.
Kingston-on-Thames.

"Bitterness to Come."

THE Southport Conference did great dis-service to ex-Forces members in refusing to support the amendment urging exemption from the Promotion Examination of officers over 30 or with ten years' service on April 1, 1946. The decision will lead to much bitterness in years to come.

The Promotion Examination will last three days and must involve intensive study. That will be well nigh out of the question for many ex-warriors who have lost the best years of their studying lives, and are now, with their wives and families, living either in rooms or with in-laws.

It is most difficult to give advice to those wanting to sit for the examination. I have tried to ascertain the standard set and the text books to be studied, but the secretary to the Board cannot answer these vital questions. The standard is said to be that of Higher Schools Certificate, and yet it is supposed to be possible to take this examination after one year's study (the secretary's own statement). This is a contradiction in terms unless every night of the week is to be spent studying. Further, it would seem that there are to be no specimen papers.

Mind you, I am all for the Promotion Examination and for the principle of the local government officer being fully qualified. I spent many years in study myself. But I believe, too, in a square deal for the ex-warrior.

Borough Treasurer's Office, Darlington. L. W. JORDAN, A.S.A.A., A.I.M.T.A., A.C.I.S.

Few examining bodies recommend text books or advise on study methods. This is usually left to training schools and institutes. Has Mr. Jordan tried the NALGO Correspondence Institute ?

Took D.P.A. at 55

AT 53 I began to prepare for the Diploma in Public Administration (London). First, I tried a correspondence college, but later, since I found I needed more personal tuition in some subjects, went to a local commercial college for lectures on economics and constitutional law.

In July, I sat the whole examination and passed. After two years' reading and lectures I feel that I could tackle any examination of the same standard.

I appeal to older men to stop whining about the "hardship" of preparing for an examination, and get down to the job. Of course, the diploma is not of much use to me for promotion, but to those under 40 whom a diploma would help, I say, "Go and Get It !"

Solihull. "SCHOOL WELFARE OFFICER."

Unfair to Ex-Servicemen ?

ONE of war's inevitable consequences is that someone profits at the expense of the ex-serviceman. It happened in this war and in the last. The soldier returns to find himself superseded. He does not complain because he knows that it would be futile and thinks that, in good time, his employing authority will elevate him to the status of the man who superseded him. But not only did the stay-at-homes get more experience and higher pay as a result of the war, they may now get exemption from the promotion bar, too. The Local Government Examinations Board has been both harsh and generous—harsh to the ex-serviceman, and generous to those who should have been qualified by now, but who, to the end of their municipal careers, will be able to snap their fingers at the Promotion Examination because they acquired clerical division status during the war.

The ex-serviceman is in the same position as new entrants to the Service, without the same opportunities for study. The General Division man of 30 would do well to look elsewhere for a job because a pass will not guarantee him promotion nor create a vacancy in a higher division. If he wants to study he would be well advised to obtain a more useful qualification than the Promotion Examination.

Our correspondent should address his criticism to the National Joint Council, not to the L.G.E.B. whose concern is to devise and manage the Promotion Examination.

"1939—1946."

TWO-YEAR CONTRACT

"A New Kind of Slavery"

ADDED to other worries, we now have threat of being asked to sign a two-y agreement with any local authority offering job. Could anything be less democratic ?

One can imagine the successful applic wondering if he is signing away his peace mind for the next two years. If the job turns unsuitable, must he refuse a more lucrative agreeable one ? Does the employer retain right to terminate employment with a mon notice ?

This is a new kind of slavery. Shall we cumb to it, or fight it ?

"FAIR PLAY.

OUR WAR MEMORIAL

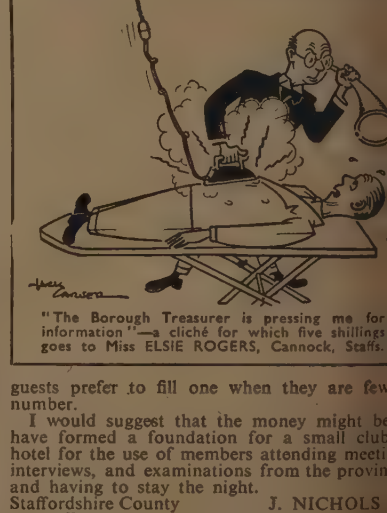
No Acceptable Alternative

MR. T. H. C. BARTROP'S opinion "Knole Lodge", convalescent ho Bournemouth, is the wrong kind of memo for the Association, is to be respected. could we have found an alternative, mee with the approval of every member ? I th that there are relatively few dependants of fallen in real need and that educational holid and international youth gatherings such as Bartrop suggested are already provided by spec ist organisations, of which the creation of more would have been a waste of money.

We might, indeed, have set up a local gov ment officers' cenotaph—but surely we have enough of concrete slabs and oak plaques.

I believe that no better memorial than "Kn Lodge" could have been found—not becaus suggests anything selfish, but because it s bolises what the fallen were said to have fou for—the relief of suffering, the abolition of w and the rebuilding of the helpless. "Kn Lodge" is no mere holiday hotel. As a c valescent there early this year I saw some markable recoveries, even in my short s Some could date their collapse back to strain they underwent as civilians doing their during the war. I cannot speak highly enou of the splendid cause being upheld at "Kn Lodge" by both management and staff.

I would make one criticism, though. I sider spending £1,500 on re-furnishing— "furnishing" as stated in the September "L.G —the writing-room as a Simonds memorial, t unnecessary and a waste of money. In opinion the room is already comfortably nished. It is little used for most of the y since, however luxurious two lounges may



"The Borough Treasurer is pressing me for information"—a cliché for which five shillings goes to Miss ELSIE ROGERS, Cannock, Staffs.

guests prefer to fill one when they are few number.

I would suggest that the money might be have formed a foundation for a small club hotel for the use of members attending meeti interviews, and examinations from the provin and having to stay the night.

Staffordshire County Officers' Branch. J. NICHOLS, Public Relations Offic

NALGO CAMP HOLIDAY

A Sceptic Converted

FOR long a sceptic of the holiday-ca holiday, I had a grand time at Cayton this year. I congratulate the Association on centre, and would like to disabuse the mind those who, like myself, had in the past avo that kind of holiday.

t the N A L G O centres there is no sug-
ion of regimentation, although campers will
it in their own interests to join in some of the
nised entertainments. Everything depends
good weather and the excellent staff. We
d our good time at Cayton largely to the
nager and the entertainments organiser.
have one constructive criticism. I think that
Association has missed a golden opportunity
not co-operating with the transport authorities
arranging for the centre to begin its week on
sday or Wednesday, when travelling is much
er than at the week-end. I had forty-five
utes to wait at Scarborough Station to pick
a taxi going to Cayton Bay. This would not
pen midweek.
ldlesex C.C. branch. A. W. STAFFORD.
*Most people must take their holidays from
urday to Saturday and the centres must cater
the majority.*

OVIDENT SOCIETY CIRCULAR

olitical Imputations" Denied

SHOULD like to protest against the type of
circular now being issued by the N A L G O
vident Society. The first, headed "Doctors'
s play havoc with carefully balanced bud-
s," says nothing about the National Insurance
l National Health Service Acts which will
ome operative as from July 5, 1948, and hence
uld mislead the unwary into believing that
se Acts did not cover such costs as surgeons'
s, nursing home charges, and the rest. Yet
re is hardly any aspect of health treatment and
vice which will not be provided under the
ts free of charge—apart from the weekly con-
ution of 4s. 7d. for men and 3s. 7d. for
men.
The second circular, entitled "The Local
overnment Officer's Questions Answered"
ntains one paragraph which might have been
racted straight from a propaganda sheet issued
the B.M.A. It reads :

"Which will *you* prefer—to take your turn in
eceiving free treatment and advice from a doctor
who is unknown to you and knows nothing of your
ackground, family health and circumstances, or to
ontinue to receive attention from your 'family
doctor'? If you or your wife require an operation
vill you leave the matter in the hands of the local
ealth authorities, or will you prefer to have the
xpert advice and help of a surgeon or specialist of
our own choosing?"

I regard this paragraph as a direct attack on
e National Health Act, and I suggest that it
putes that the surgeons and specialists who will
employed will be incompetent. There is also
e suggestion that the surgeons and specialists
rk only for the money that they get out of the
e that they perform.
I would suggest that this section of the circular
withdrawn immediately and that local corre-
ondents should refuse to distribute it to members
til it has been withdrawn. I know at least one
rrespondent in this area who is taking this
ion, and I shall be surprised if the more
rogressive" elements in other places do not
el in a similar manner.
If politics are needed in N A L G O, then I can
sure the Provident Society that we can give it
em ; but if it is wise, it will leave political
putations out of its circulars in the future.
ver. ARTHUR R. LEWIS.
*It is evident that Mr. Lewis has misunderstood
e purpose of the circulars—which was merely to
te all the facts. As long as members require
e Hospital and Nursing Home Scheme, they must
given information about it. The Society's
flets are prepared to give details of schemes
ilable to members and the particular circular
mplained of was designed to answer questions
ing put to local correspondents so that there
uld be no doubt about the position after the
ming into operation of the Government's Insur-
ce and Health Schemes.
So far as the Society is concerned, politics do
t enter into the matter. In fact, members of the
vernment have made it clear that there will be
edom to make private arrangements for the
vices of doctors and surgeons and for hospital
ilities for those who want them. All the circular
ant was that members of the Society could, if
y wished, provide for such arrangements through
ir own Scheme. It is probable that the free
emes will appeal to all, and that nobody will
nt the private services of doctors and surgeons ;
t until that happens the Society's Scheme must
ntinue to be given the widest publicity. Since,
wever, the paragraph quoted has been open to
sunderstanding, it has been withdrawn from the
flet now being issued.*

My Bookshelf —— by Edward Kay

Production — and the Union : The Socialist Case : Chicago's Progress : Civil Service Reform : Public Corporations

IN peace or war, workers' organisations are vital in the national economic strategy. Trade unions, to-day, know that, if only to ensure a good standard of life for their members, they must help expand the production of the goods and services on which that standard depends.

For this reason, and because N A L G O has a domestic interest in the Trades Union Congress, readers will find DR. N. BAROU'S *British Trade Unions* (Gollancz, 7s. 6d.) well worth studying. Dr. Barou sympathises strongly with the working class but assumes too readily that his readers will accept his point of view. All the same, he assembles a mass of useful evidence on the structure and activities of unions, illustrating clearly the important tasks for which they are fitted in the current production drive. Dr. Barou handles his material heavily and has made no reference to non-manual workers.

Socialism Today

I COMMEND DOUGLAS JAY'S *The Socialist Case* (Faber, 12s. 6d.) for the light it throws not only on Socialist political philosophy—its main theme—but on current economic doctrine. Mr. Jay does not write for beginners ; his examination of the nature and philosophical basis of *laissez-faire* involves a closely-reasoned review of the teachings of modern economists and demands careful reading. Although none is likely to accept his case in its entirety, for there are flaws in his reasoning, all his readers will learn a lot about the nature of the society in which they live—seen both through the eyes of the writer and of other observers whose views he expounds and refutes.

Transatlantic P.R.

SOME inspiring examples and some awful warnings for British public relations officers appear in *Chicago's Report to the People*—a report of the city government, richly and imaginatively illustrated, well printed, comprehensive, and brightly put together. So much on the credit side. On the other : it is too heavy (its 372 pages weigh 1 lb. 10 oz.) ; it proclaims the merits of Chicago so loudly that readers (British readers, anyhow) will suspect it of exaggeration ; and its insistence that all the improvements in city administration were effected under the mayoralty of Mr. Kelly (his name and picture occur with tedious frequency) invites readers to treat it as personal ballyhoo.

Public Service Problems

OF the steady flow of books about the civil service, I remember none wiser than *The Reform of the Higher Civil Service*—the report of a special committee for the Fabian Society (2s. 6d.). It is the work of those with practical experience of both public and other employment, and it summarises the structure of the civil service, the special set-up which makes its problems essentially different from those of private enterprise, its defects—not inevitable even within that set-up—and suggests a number of practical reforms. Among the reforms, N A L G O readers will note the high priority given to the need for closer relations with the public.

SIR ARTHUR STREET, of the National Coal Board, has issued, through the Institute of Public Administration, his recent thought-provoking address on *The Public Corporation in British Experience* (2s. 6d.). He claims that administrators of public corporations charged with productive enterprises must carry responsibilities far heavier than those normally met in the commercial world, and that they must be capable of rapid and decisive action under external stress such as the double pressures exerted by Parliament and the Cabinet.

Unwanted Children

THE best means of caring for children deprived of normal home life is the foster-home where ordinary domestic life can be most nearly reproduced. Miss D. M. DYSON, in *The Foster Home and the Boarded Out Child* (Allen and Unwin 6s.) discusses in a modest and convincing manner the tasks facing those whose job is to find foster parents. Her stories show that each foster child and each foster parent presents a unique problem. Bringing them together needs imaginative understanding.

DR. AGATHA H. BOWLEY, a school psychologist of Leicester, has written in *The Psychology of the Unwanted Child* (E. & S. Livingstone, 6s.) a handy manual for those wanting to know how to make sound and happy citizens out of youngsters lacking the advantage of a normal home and who, in default of wise care, may become hooligans or criminals. The book is somewhat technical and makes too many specialist assumptions to be really popular.

Running Hospitals

MY old prejudice against books telling how to do clerical work broke down when I read CAPTAIN J. E. STONE'S *Clerical Practice and Office Administration for Hospitals* (Faber, 21s.). Happily, its contents are less elephantine than its title. Captain Stone is an experienced hospital administrator who has the art of combining detailed practical advice with an understanding of administrative principles. His book should be of service to hospital officers of all ranks.

Drastic changes in the legal status of hospitals under the National Health Service Act will not lessen the usefulness of S. R. SPELLER'S *Law Relating to Hospitals* (H. K. Lewis, 22s. 6d.). In this edition he has incorporated new legislation so far as it is complete, reserving for a later one the effect of orders and regulations made under the Act. Apart from current changes in administrative structure, there is much legislation that will remain unchanged and will need to be understood by all grades. Doctors, nurses, and lay administrators alike will find this thorough, well-arranged, and lucid work useful to read and to keep for reference.

A Manchester Directory

MANCHESTER'S *Official Handbook*, published by the city's information officer at 8s., and now in its 104th year, is much more than a directory of the city council and neighbouring local authorities. While listing them, their departments, committees, chief officers, and institutions, it includes also the officers of every government department represented within 20 miles of Manchester, courts and prisons, professional associations and trade unions, clergy and religious associations, educational activities and schools, charities, clubs and organisations of all kinds, and the places from which further information may be obtained. As an invaluable key to the administrative, political, social and cultural life of a great city, it sets an example which other local authorities might follow—though it would be made still more useful were it to describe also the services provided by the many public and private bodies listed.

Superannuation — A New Guide

SUPERANNUATION, though of the closest concern to every local government officer, is today a highly technical problem which, in the ten years since the passing of the 1927 Act, has been further complicated by an amending Act and a host of regulations and Ministerial and judicial decisions : so much so that even the most expert may fail to negotiate all the pitfalls of a particular case. Hitherto, the most popular guide to its complications has been *Simonds' Local Government Superannuation Act*, 1937, written by John Simonds, M.A., Barrister-at-Law, late general secretary and legal officer of N A L G O, and published in 1938. Now his successor, as N A L G O's legal officer, W. C. ANDERSON, LL.B., has published a new edition (Eyre & Spottiswoode, 28s.). In addition to the full annotated texts of the 1937 Act, the Amending Act, and the Local Government Staffs (War Service) Act, 1939, it includes also the text of all relevant regulations—even those published in the last few weeks to modify the 1937 Act in the light of the National Insurance Scheme—together with detailed reference to Ministerial and judicial decisions bearing on the Act. Mr. Anderson has completely revised the original book in the light of ten years' day-to-day experience of the working of superannuation and of the problems it has thrown up, and has thus made it as authoritative and up-to-date as it is clearly printed and well indexed.

A NALGO Diary——by "Abingdon"

'Combined Operations" : Bouquet from U.S. : More for Nurses : NALGO in the S.E. : Aid for Motorists.

A DIFFERENT kind of "production committee"—one with great possibilities—has been suggested by Mr. JOSEPH WESTWOOD, lately Secretary for Scotland. Glasgow Corporation and the Scottish Health Department have failed to agree over the plans for the development of Glasgow—so Mr. Westwood has made the simple but revolutionary suggestion that experts from each body—all officials—should form a joint working group to hammer out an agreed scheme.

The same principle of "combined operations" could well be extended to many other fields in which the views of Government departments and local authorities conflict. At the beginning of the war, and many times since, I have urged that the government, and the civil service, should consult the local government officer much more freely than they do. Here is one way in which it might be done, and I warmly commend the idea, particularly in those fields where Government policy is likely to affect the structure and staffing of local authorities. I shall watch the results of the Glasgow experiment with interest.

An American Tribute

MOST of us tend to think of the United States as having led the world in municipal public relations. But apparently we are wrong. Britain is now far ahead, thanks to the pioneer work of NALGO, declares an article in "The American City," the lavish monthly magazine of American local government.

The author is HENRY DAVIS NADIG, Director of Public Relations, U.S. Regional Plan Association, and he finds it a matter for astonishment that 33 English municipalities—the number is now, in fact, 43—should have appointed full-time salaried PROs, whereas no American city has gone so far.

"The British expect something from their PROs," writes Mr. Nadig, "and apparently they are getting what they want. That something is not only a good press—which is of prime but not excluding importance. . . . Among other tasks, these British PROs have to be responsible for various municipal publications, organise exhibitions, give lectures, handle the reception of visitors, promote official entertainments, serve as road safety officers, supervise information centres, and do a myriad of other odd jobs. . . . Sparking the local PRO movement, quite clearly, seems to be the tireless energy of NALGO leadership. . . . American cities should take a leaf out of the British book."

Busman's Holiday

A NEW idea, or the new application of an old idea, comes this month from Mrs. D. G. HOBBIS, of **Cardiff**. Whilst on holiday, she happened to be passing a nursery school and, being herself employed in a county education department, called in to see the children and talk to the superintendent. She was received enthusiastically by both.

"Why do not members take a friendly interest in public administration in the places they visit?" she asks. "It makes the work more alive and is a great encouragement to those visited."

I agree, and am sure that holidaymakers, other than those professionally interested, would find just as much fun and amusement in a flying visit to a well-run children's nursery as in a whole morning spent on a crowded beach. Could not local authorities develop the idea and make more of their services and institutions? Many are first-rate, though undiscovered, showplaces.

How To Keep the Rates Down

TO meet the costs of a recent right-of-way action, officers and councillors of the Anglesey rural district of **Valley North** subscribed £200.

More Pay for Nurses

NEW rates of pay for nurses, mental nurses, and midwives have been laid down in supplementary recommendations by Ministry of Health salaries committees.

The changes, effective this month, affect all grades up to night superintendents of hospitals; matrons of non-training and assistant matrons of training maternity institutions; and qualified sister-tutors of mental institutions.

They follow an investigation into the impact on Rushcliffe scales of the rates laid down by other bodies negotiating for hospital staffs. Ministry of Health circulars 144/47, 145/47, and 146/47, which give full details, have been sent to all hospital authorities and will be incorporated in Nurses S.C. Notes 16, Midwives S.C. Notes 5, and Mental Nurses S.C. Notes 9.

Growing Strength of the S.E.

IN addition to the rapidly rising demand for copies of "L.G.S." for new members—circulation of the journal has now reached 177,000—two further clues to the steadily growing membership of the Association reached me last month.

Of the 75 branches in the **South-Eastern** district, 16 have attained 100 per cent. membership; 30, more than 90 per cent.; and 21 more than 80 per cent., leaving only eight—of which three are newly-formed public utility branches—with less than 80 per cent.

District membership now exceeds 10,000—twice the number in 1944—equivalent to 81 per cent. of the potential, including public utility officers.

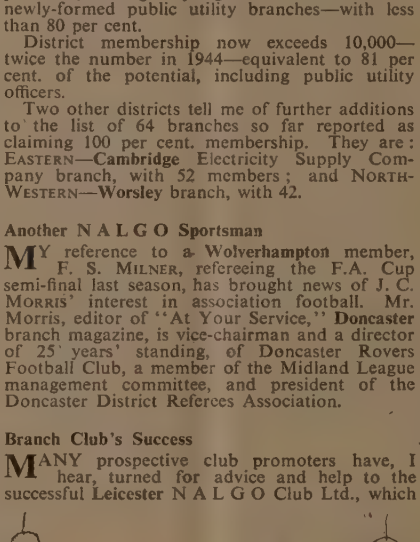
Two other districts tell me of further additions to the list of 64 branches so far reported as claiming 100 per cent. membership. They are: EASTERN—**Cambridge** Electricity Supply Company branch, with 52 members; and NORTH-WESTERN—**Worsley** branch, with 42.

Another NALGO Sportsman

MY reference to a **Wolverhampton** member, F. S. MILNER, refereeing the F.A. Cup semi-final last season, has brought news of J. C. MORRIS' interest in association football. Mr. Morris, editor of "At Your Service," **Doncaster** branch magazine, is vice-chairman and a director of 25 years' standing, of Doncaster Rovers Football Club, a member of the Midland League management committee, and president of the Doncaster District Referees Association.

Branch Club's Success

MANY prospective club promoters have, I hear, turned for advice and help to the successful **Leicester** NALGO Club Ltd., which



"Try Form MOW/1174/ZT/37/CF2."

employs a staff of seven and supplies nearly 400 luncheons each week. So numerous have been the inquiries that the secretary has grown weary of answering them individually and has duplicated copies of notes on the club's formation by its chairman, GEORGE HANNAH. Although it has a popular bar, Mr. Hannah tells me, the club, patronised by some 550 branch members, is used "as a club—and not a pub."

A Presidential Nomination

IT is not often that an officer new to the service and seeking to join the Association has his application form endorsed by NALGO's reigning president. But this happened recently at **Exeter**, when JOHN D. S. NEWMAN, articled to the city architect, was nominated for branch membership by C. J. NEWMAN, the town clerk, NALGO's president, and John Newman's father.

Water Act Made Easy

S. D. MITCHELL, A.M. Inst. C.E., A.M. Inst. W.E., tells me that he has prepared a precis in plain language, of the Water (Scotland) Act 1946, primarily for his own use but, incidentally, for anyone else who cares to borrow it and sends sixpence in stamps, to cover postage, to him at Stirlingshire and Falkirk Water Board Offices, Brockville, Faikirk.

A Fight on All Fronts

TO help speed a rearmaments race, you are invited to buy gaily-coloured little seals to stick on your letters as a token of good cheer at Christmas.

This particular race is one against tuberculosis. The money raised will be used to re-arm and re-equip the National Association for the Prevention of Tuberculosis to carry on world-wide education about and research into organised resistance against our universal enemy T.B. You can buy the seals from the N.A.P.T., at Tavistock House North, Tavistock Square, London, W.C.1, at 4s. a 100.

Help Build the Holiday Guide!

WILL members who can recommend holiday addresses please do so—to the special activities department of NALGO, 24, Abingdon Street, London, S.W.1? It will serve the dual purpose of extending the range of hand-picked addresses in the Association's guide and help satisfied holidaymakers to reward considerate hosts.

District Officers Move

THE switch-round of two district officers planned for last year but held up by the housing shortage, has now been made. A. H. GEARY, late of South Wales, has moved to the **West Midlands** (Birmingham) office, and J. L. ROBSON, late of Birmingham, has taken over at **Cardiff**.

A Service to the Petrol-less

TO help soften the blow which fell earlier this month on motorists, the NALGO motor brokers, NORMAN FRIZZELL & PARTNERS LTD., suggest that NALGO policy-holders who are laying-up their cars because of the abolition of the basic petrol ration should immediately return their Road Traffic Act certificate of insurance to permit of the policies being suspended and the unexpired portion of the premiums to be held in credit. Against this credit can be deducted the premium required to continue fire, burglary and theft cover up to the respective expiry dates of the policies, the rate for which is 7s. 6d. per cent. per annum on the insured value (minimum 7s. 6d. per car or cycle per annum). Members sending back their certificates should notify if fire, burglary, and theft cover is required, but are asked not to write follow-up letters if they do not get a reply within a few weeks—the staff will be exceptionally busy.

Members are asked also to send the Brokers a note stating that they agree to the variation of the renewal date of their policies if these fall due in May or June. Such variation would cost them nothing, but it would permit the brokers to spread more evenly over the year the heavy load of renewal business falling at one period as a result of the reintroduction of the basic petrol ration in June, 1945, when many thousands of motorists took out policies at the same time. All communications should be made direct with the Brokers.

Obituary

WE regret to record the death of THOMAS FORREST, retired member, **Southport**, for 49 years a member of the electricity department, its chief clerk on his retirement, in 1941, and a former branch secretary and chairman.

.C. REPORT

nference to be Cut to 1,200 Delegates Next Year

e first move to reduce the size of NALGO Conferences—the need for n was made so evident at Southport this and appears as the leading recommenda- in the competition reported on Page 416 month—was made by the National utive Council on September 20.

e Council had before it a report pointing out hat Bournemouth, where next year's Con- ce is to be held, would find difficulty in mmodating many more than 1,000 delegates b) that the present rules permit of the attend- of at least 2,400 delegates (on the basis of membership—the figure is certain to be higher next year).

though the present basis of representation, governed by the Association's rules, can nended only by Conference, it was clear that change would have to be adopted for the nemouth Conference in advance of any nge of rule. In these circumstances, the ncil decided to inform branches of the ition and ask them to limit their representation Bournemouth to the following scale :

der 200 members	1 delegate
01—500 members	2 delegates
01—1,000 members	3 delegates
,001—1,500 members	4 delegates
,501—2,500 members	5 delegates
Over 2,500 members	6 delegates

With an additional delegate for each complete 00 members over 2,500.

District Committees ..	2 delegates each
ectional and professional societies	1 delegate each

urther consideration will be given to this blem before the Bournemouth Conference, and oes not follow that the proposals for amend- nt of Rule 23 which will be submitted to that nference will necessarily embody the basis of resentation suggested above.

Other matters dealt with by the N.E.C. (apart n those already approved by its committees ler delegated powers and reported in the tember journal) included :

Speed-up of Whitley Machinery.—A resolution adopted deploring the long delay in securing isions by the present machinery of the national provincial joint councils, and instructing the E.C. representatives on the National Joint ncil to take the necessary steps to secure amendments to their constitutions to ensure the speedy conduct of joint negotiations and the immediate application of any award of the National Council.

Public Utility Committees.—District committees and branches which have not already done so will be asked to consider setting up sub-committees to watch the interests of public utility and other staffs, particularly immediately before and after their transfer to central departments. Such sub-committees should include representatives of the staffs concerned.

New Whitley Councils.—When the composition of joint councils for nationalised services is being considered, district committees will be asked to forward nominations to the N.E.C. from names submitted by branches within their areas.

National Joint Council.—G. C. MARTIN, **Birmingham,** has succeeded F. H. HARROD, NALGO President, 1945-46, and now retired from the N.E.C., as a representative of the Association on the National Joint Council.

Association Trustees.—T. NOLAN was appointed a Trustee of the Association in the place of A. G. BOLTON, who has resigned on his appointment as establishment officer at Sheffield.

Tribute to W. W. Armitage.—The Council paid silent tribute to the late W. W. Armitage, President in 1937-38, whose death is reported in the next column.

E. L. RILEY, chairman of the Council presided, and those present included:

G. Llewelyn (vice-chairman), R. Adams, A. Anderton, G. R. Ashton, F. Bainbridge, W. R. Beevers, G. T. Belton, L. Bevan, N. W. Bingham, E. M. Bourne, A. Bowker, S. H. Brodie, J. Brown, P. H. Brown, E. C. R. Chinn, A. Clark, F. C. Corbishley, Miss M. W. Curtin, E. R. Davies, Miss E. Dawson, J. W. Edmonds, R. Evans, R. L. Evans, J. Y. Fawcett, D. Galbraith, A. S. Garnett, F. W. Goodchild, Miss C. Greedus, P. H. Harrold, R. E. Heron, H. W. John, H. R. Jones, S. Lord, G. C. Martin, T. W. Maslen, J. B. McCann, J. W. Moss, C. J. Newman, T. Nolan, A. E. Nortrop, A. E. Odell, D. J. Parry, J. Penny, J. Pepper, A. Pinches, W. Pitt-Steele, J. H. Robinson, W. Rowlands, R. T. Shears, R. A. Siddons, W. Strother, L. H. Taylor, F. B. Tempest, J. H. Tyrrell, J. S. Underwood, and S. C. Wellington.

"L.G.S." May Resume Monthly Publication

We are happy to announce that, as a result negotiations with the Paper Control, we y, from December 1, be able to resume the blication of "L.G.S." at monthly intervals, tead of at the six-weekly intervals announced t month.

In view of the continuing and possibly in- easing shortage of newsprint, combined with adily rising membership, it may later be cessary to revert to less frequent publication, t, for the time being, there is a good prospect at the journal will be published, as formerly, the first day of each month. Since the present mber is not being published until October 16, wever, there will be no journal in November, d the next number will appear on December 1.

It has been agreed with the Paper Control at the size of the journal shall not normally ceed 20 pages. This means that drastic ndensation of material must continue, and at we shall be unable to publish much that embers may wish to see. But we shall do all our power, within the severe limitations posed, to give members journals of the kind ey want.

Yorkshire Elects E. C. R. Chinn to N.E.C.

THE Yorkshire district committee has elected E. C. R. CHINN to the National Executive Council in the place of A. G. BOLTON, who resigned on becoming Sheffield's establishment officer. Mr. Chinn is an accountancy assistant at **Huddersfield.**

He has a long and active record in Association affairs, dating his membership of NALGO back to 1911; of the branch executive to 1931; and of the district committee and the Yorkshire provincial joint council to 1936. Earlier this year, he became a member of the National Joint Council which settles pay and conditions for the whole local government service.

He is vice-chairman, chairman of the staff side, and vice-chairman of the executive of the Yorkshire provincial council, on which he has sat for four years; chairman of the salaries and service conditions and sports committees, and a member of the executive and six other committees of the Yorkshire district committee, and has represented the district at five NALGO Conferences. In his branch, he has held the vice-presidency and almost every other office of importance, including the secretaryship for eleven years.

Mr. Chinn joined the service as a clerk to the borough magistrates in 1909, served in the Army from 1914-1919, and, during the second world war organised 435 concerts and entertainments for the troops.

W. W. ARMITAGE DEAD

Former President and 17 years Member of N.E.C.

WE regret to report the death, at his home in Sheffield, on September 7, of W. W. ARMITAGE, NALGO President in 1937-38, who, before his retirement, in 1939, was principal assistant at Sheffield's water supply undertaking.

Joining the Service in 1895, Mr. Armitage helped to found the Sheffield branch in 1910, was its chairman for 21 years, its vice-chairman for six, and represented it on the district committee—of which he was elected chairman in 1923—for 29 years.

In Whitleyism, his record was no less distinguished. For 27 years he led his branch colleagues in negotiations with the Corporation; and for 18 years, from its formation in 1921, served on the West Riding provincial council, as its vice-chairman in 1933, and its chairman in 1935.

He was first elected to the N.E.C. in 1922, and remained in continuous membership until his retirement. He was a member of the boards of management of the NALGO Approved Society, the NALGO Provident Society, and Logomia.

War Memorial Fund Nears £22,000

BY the end of September, the total raised by NALGO's war memorial appeal had nearly reached £22,000. The money raised will be devoted to meeting the costs of purchasing and equipping "Knole Lodge" convalescent home, Bournemouth, chosen to commemorate NALGO's war dead.

The sum so far raised is about equal to an average of three shillings for each member of the Association, although the target set was twice that amount. Branches which have not yet contributed or have not sent to Headquarters money so far raised are asked to do so. Up to September 30, 117 branches had raised their shares of the target. Additions to the published list are :

Eastern—**Isle of Ely.**
East Midland—**Swandlincote.**
Metropolitan—**Esher and Holborn.**
North-Eastern—**Hebburn and Thornaby on Tees.**
North-Western—**Connah's Quay and Crosby.**
West-Midland—**Wolverhampton.**
Yorkshire—**Brighouse and Rotherham.**

English Charter Progress

OF the 1,530 local authorities in England and Wales, 1,415 had by September 24 adopted the Charter. This is an improvement of eight on the figure published in the September number. One hundred other authorities have also come into line, making a grand total of 1,515. An analysis shows those local authorities having adopted the Charter to be :

59 of the	62 county councils
81 of the	83 county borough councils
28 of the	29 metropolitan borough councils
278 of the	309 non-county borough councils
524 of the	572 urban district councils
445 of the	475 rural district councils

Additions to the last published list are :

Non-County Boroughs—**Southwold.**
Urban Districts—**Church Stretton, Knottingley, Padstow.**
Rural Districts—**Aysgarth, Hemel Hempstead, Kerrier, South Molton.**

House Exchange Service

CHESTER.—Semi-det., 3-bed., house with garage, for similar Newcastle-Whitley Bay area.—Schofield, 15, Melrose Avenue, Vicars Cross, Chester.

DERBY.—2-bed., house, for house or bungalow, Gloucester.—Griffiths, 20, Kendon Avenue, Derby.

EALING.—s.c., 4-room, flat with garden, for house within 12 miles Marble Arch.—Liston, 7, Eaton Rise, W.5.

HORNSEY.—s.c. flat, for house, bungalow, or flat Beckenham-Bromley district.—Cheesman, 17, Priory Road, N.8.

MIDDLESBROUGH.—3-bed. house, for house, bungalow, or flat, London (S.W. preferred).—Hudson, c/o 24, Crombie Road, Sidcup, Kent.

SIDCUP.—Flat, for house or flat, Exeter.—Sanders, 17, Sidcup Hill Gardens, Sidcup, Kent.

Staffs of 193 Companies have Joined NALGO

ANOTHER three public utility companies are this month added to the list of 190 whose staffs have formed new branches of the Association or joined existing ones. They are the **Carmarthen** and **Mid-Cheshire** electric supply and the **West Cambrian** power companies.

SCOTTISH NOTES

"We Produce Nation's Real Wealth"—President Tells Students

"LOCAL government came into existence to clear up the mess left by producers and to salvage the human wreckage of the Industrial Revolution," declared C. J. NEWMAN, O.B.E., President of N A L G O, at the opening of the Scottish district's summer school at St. Andrews. He was replying to a criticism, often made to-day, that local government officers were non-producers.

That criticism, he argued, was possibly true in a material sense, but the value of the service could not be measured in terms of pounds, shillings, and pence. He challenged anyone in commerce or industry to claim that they had added more to the real wealth of the nation than those in local government.

"Indefinable as it may be, the profit of local government," he said, "is as great a factor in real wealth as the fortunes of the millionaires. You can judge the work of the service by the slum-dweller who has been re-housed and by the smile of the child raised from a tubercular bed. We are engaged in a great and high calling."

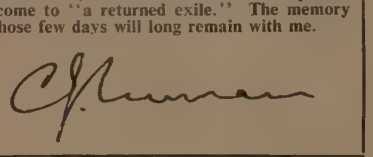
At the same time, he urged, the appeal for much greater productivity was equally applicable to local government officers as to anyone else. We should all work with the inspiration that we were serving the community.

Giving further evidence of the value of the services administered by local authorities, Sir HECTOR MCNEILL, Lord Provost of Glasgow, opening the school, said that overseas visitors were astonished when they heard that, at Glasgow, annual expenditure and income were both well over £30.000.000. Administration on such a scale could be efficient only if the men and women employed had the proper training.

Later, referring to the school in an address to **Dumfries** branch, during a brief tour of branches, the President remarked that it was encouraging to find so many young people prepared to sacrifice their holidays to improve their efficiency. Even so, he did not think that employing authorities realised that it was a great sacrifice for juniors on the lowest level of holidays to give up a whole week of their annual leave to attend the school.

The President's Thanks

May I convey my cordial thanks to the students of the Summer School at St. Andrews and members of branches I was able to visit on my short tour, for their kindness and hospitable welcome to "a returned exile." The memory of those few days will long remain with me.



N A L G O had spent much money on its educational policy of improving the service, and he thought that the smallest contribution that employing authorities could make was to grant time off, with pay, to young students. The authorities would benefit by the increased efficiency.

Thirty-nine students attended the school. Points made by the lecturers included :

"If the financial stranglehold of the central departments on the local authorities is continued, it will be difficult to resist in logic the suggestion that so-called local authorities should include representatives of the central departments, not as observers, but as members."—WILLIAM C. DUNDAS, county clerk and treasurer, **Selkirk County.**

"We can make Scotland one of the really great tourist centres of the world. It is the Scottish Tourist Board's intention to invite local authorities and those engaged in the holiday industry to join in an extensive publicity campaign in England and Wales."—W. A. NICHOLSON, secretary and manager, Scottish Tourist Board.

"I am struck by the care which women, and many men, give to their appearance and by the lack of care they display whenever they open their mouths. None of us is perfect, but the slovenliness in speech in this country is appalling. Good speech is every bit as important as good writing, reading, or arithmetic."—W. T. H. INGLIS, director of Education, **Ayrshire.**

Incubator for Branch Officers

Scotland leads the way with a new idea for still further improving N A L G O's efficiency as a trade union and for relieving the heavy strain on present branch officers.

The district committee is to run a series of week-end schools as part of a system of training future branch officers. The first such school is planned for 70 branch officers elect on November 22 and 23 at the Workers Travel Association's Cowal (Guest) House, **Dunoon,** Argyll. The course will cover the history of trade unionism, and the growth of N A L G O and its ancillaries, and will encourage the study of branch administration and collective bargaining.

Speakers at Dunoon will include : J. B. SWINDEN, former deputy general secretary, N A L G O ; J. M. MORTIMER, former Scottish district officer ; and a lecturer from Glasgow University. Topics for discussion and discussion leaders will be : Branch Organisation—SAM BRODIE, N.E.C.; Public Relations and Magazines—T. SPENCE, **Dumbartonshire ;** N A L G O Ancillaries—R. A. MILLAR, **Glasgow ;** and The District Office—HARRY RAE, district officer.

J.I.C. Decisions

Meeting in **Oban** last month, the Scottish J.I.C. agreed to scrap the idea of a Miscellaneous Division, so called, and to lay down scales for certain classes so far excluded from the Scottish Charter under paragraph 30.

For out-door collectors and school attendance officers, the scales will be : In Group 1 authorities, £190 × £10—£260 ; in Group 2, £175 × £10—£245; and in Group 3, £160 × £10—£230. The understanding is that where such officers are required to undertake duties carrying responsibilities beyond those generally regarded as normal for them, the local authorities should pay more.

The staff side was not particularly enamoured of the agreement, but the alternative to it was arbitration to which all the unions concerned were disinclined to resort, since it might bind them for all time to the award.

The wide range of duties will give us an opportunity of building up plus allowances on top of the basic scales. Local negotiations with authorities will, therefore, begin at once.

The scheme is on trial for six months. Then it will be revived in the light of results.

Other decisions included :

A deputation from the Institute of Sewage Purification will be heard with regard to the recognition of its examination.

Employees leaving the service will be granted accrued holidays, proportionate to their service during the current leave year, or a cash allowance.

Representatives of the national gas organisations in Scotland will be met shortly for discussions on the position of local authority gas staffs in relation to the new Gas Council.

The executive committee of the J.I.C. has been asked to consider :

Staff side proposals for a review of the grouping of certain authorites ;

A review of the marriage bar ;

Leave for officers attending territorial camps.

Scottish Charter Progress

A J.I.C. deputation which flew to the **Orkneys** last month persuaded the county council and the town councils of **Kirkwall** and **Stromness** to reverse their decision to stay outside the Scottish Charter. Success also met similar efforts at **Largs,** and the deputation will now visit :

Counties—**Ayr, Bute,** and **Stirling.**

Burghs—**Ayr, Greenock, Lanark, Linlithgow, Bo'ness, Gourock, Kelso, Langholm, Lockerbie, Grangemouth, Millport, Stranraer, Armadale,** and **Newport (Fife).**

Of the 36 county councils (including two joint counties) 30 have so far adopted the Charter, and of the 192 burghs, 103 have adopted it.

New Joint Committee

By arrangement with the J.I.C. employer side, the managements, and the Transport and General Workers Union, a standing joint committee will be set up for transport inspectors, and other clerks not yet graded under the Scottish Charter. Target date for recommendations is January 1, 1948.

EDUCATION NE

London NALGO Student Society Formed.

LATEST venture of the energetic Metropol area education committee is a stude society for officers studying for the Promo Examination and the Diploma in Public Adm stration, and others interested. The first mee was arranged for October 17 at Mary Sum House, Tufton Street, London, S.W.1. U the appointment of a secretary, inquiries will answered by A. E. ODELL, 28, Felstead Ro London, E.11, WANstead 6553.

Council's Library Gift

Ilford Borough Council has agreed to give and the branch £25, to buy some textbook set up, and maintain for four years, a library help officer-students qualify at their jobs in acc dance with Charter recommendations.

Chief officers of all departments have been as to supply lists of textbooks in standard use study courses and other suitable books.

Examiners Wanted!

The Local Government Examinations Board invit applications for appointment as EXAMINERS in t following subjects of the Promotion Examination English ; Local and Central Government Elements of Economics ; Elements of Statistics Elements of English Law ; Social and Politic Theory ; Comparative Political Institutions ;

Social and Political History since 1830 ; Region and Physical Geography ; Local Governme Finance ; Local Authority Administration ; Publ Health ;

Education ; Public Utilities and Trading Services Housing and Estate Management ; Town an Country Planning ; Public Works ; and Soci Welfare.

For a copy of the regulations and syllabus for th examination and a statement of duties and fees examiners, write : Secretary, Local Governme Examinations Board, 37, Upper Grosvenor Stree London, W.1.

Woman Member's £250 Study Prize

Mrs. E. A. WINDSOR, senior demonstra **Hackney** electricity, is now in Sweden study "electrical housecraft." She won, in o competition, the second travelling exhibition the Caroline Haslett Trust, valued at £250, which a condition is that the holder makes a tw months' visit to a foreign country. The visit being arranged abroad by F.E.R.A.—the Swed counterpart of the Electrical Development As ciation. The council has granted her special le with full pay under Charter paragraph 12.

Course for Children's Homes Organisers

A non-residential course, devoted to the pr lems of the care of children deprived of a norm home life, will be held for superintendents matrons of children's homes at the National As ciation for Mental Health, 39, Queen Anne Stre London, W.1 from November 3 to 28. It w include visits to clinics and schools and c conferences as well as lectures and inform discussions. The fee will be £9 9s.

Local Government Courses

We have in the past given details of cour run for those interested in local government branches and districts. Two recent ones show promise are :

At **Broadstairs,** from October 18 to 25, by South Eastern district and the Y.M.C.A., and

At **Liverpool,** from October 3 to December by the University of Liverpool.

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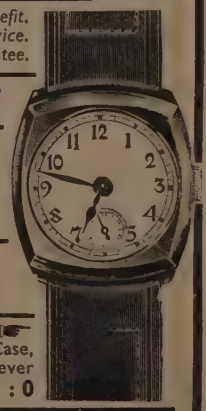

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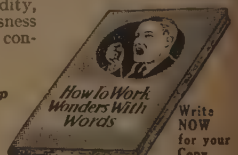

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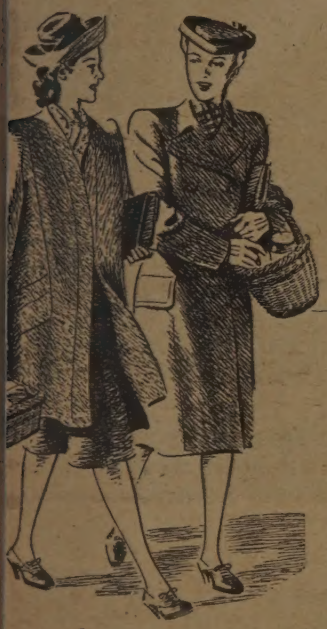

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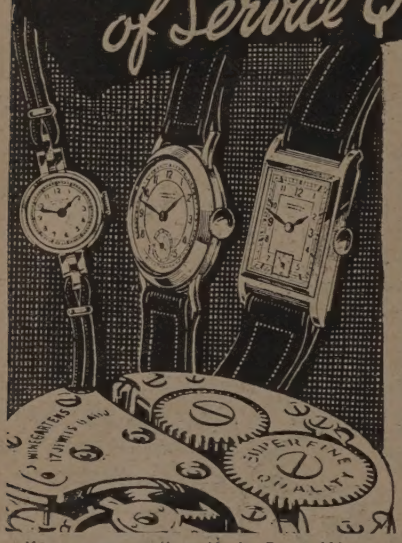

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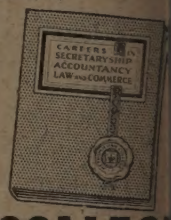

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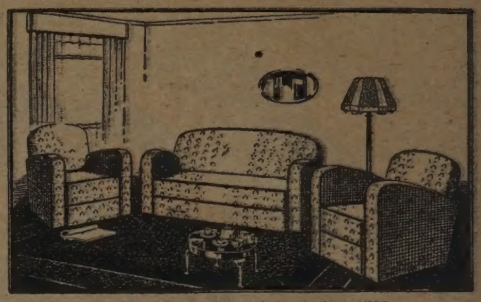

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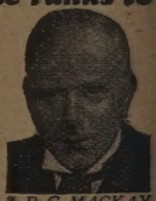

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